



Department of Defense



***National Security
Personnel System***

Compensation Workbench Webinar

Conference Call # 1-866-803-2146

Participant Code: 2108325232

(please remember to mute your line)



DoD HR Automation

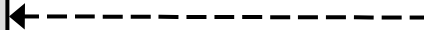
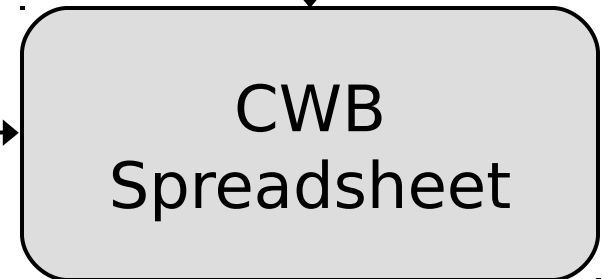
**Employees
&
Supervisors**

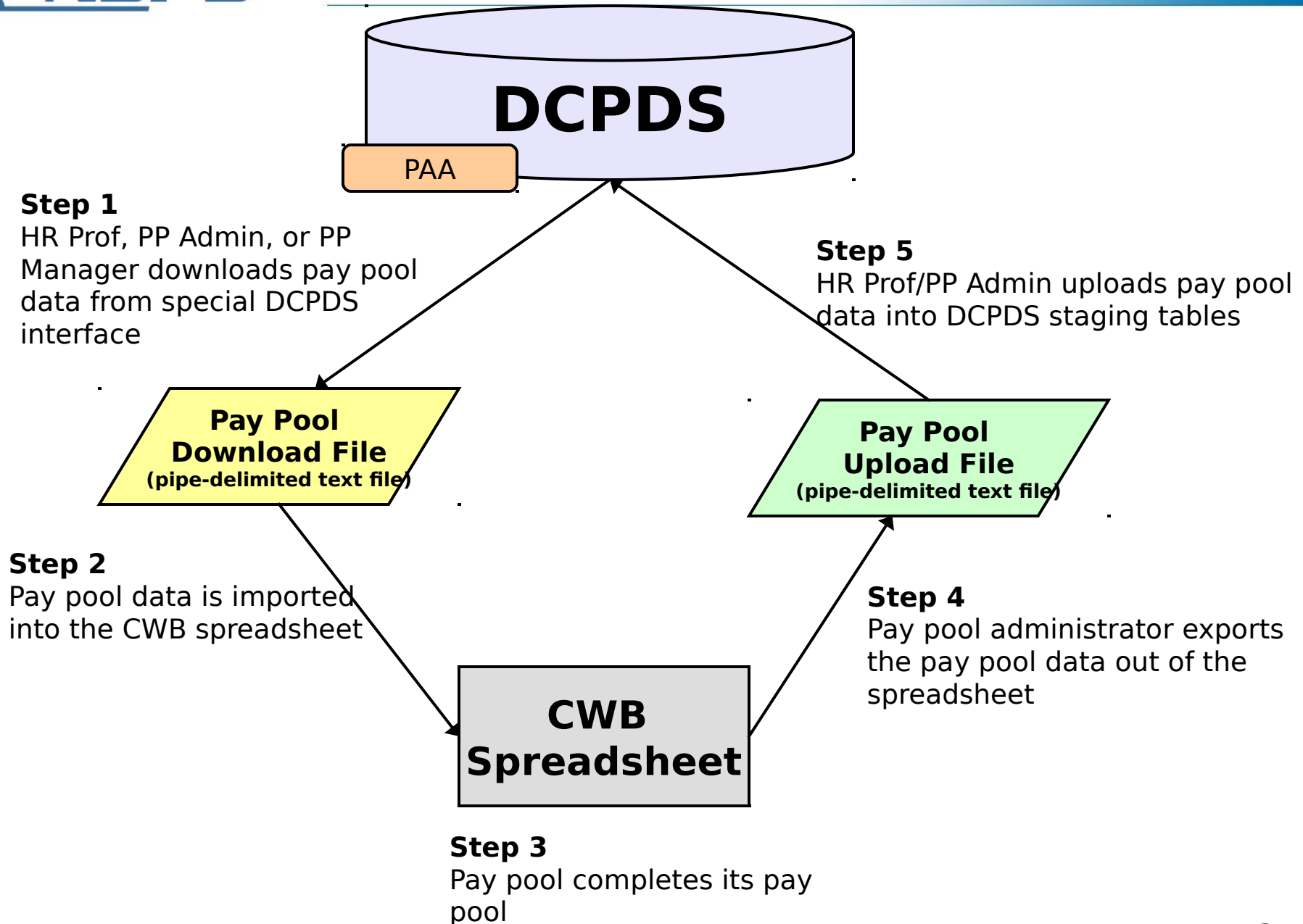
HR Professionals

Self-Service
MyBiz/MyWorkplace



Performance Appraisal
Application (PAA)



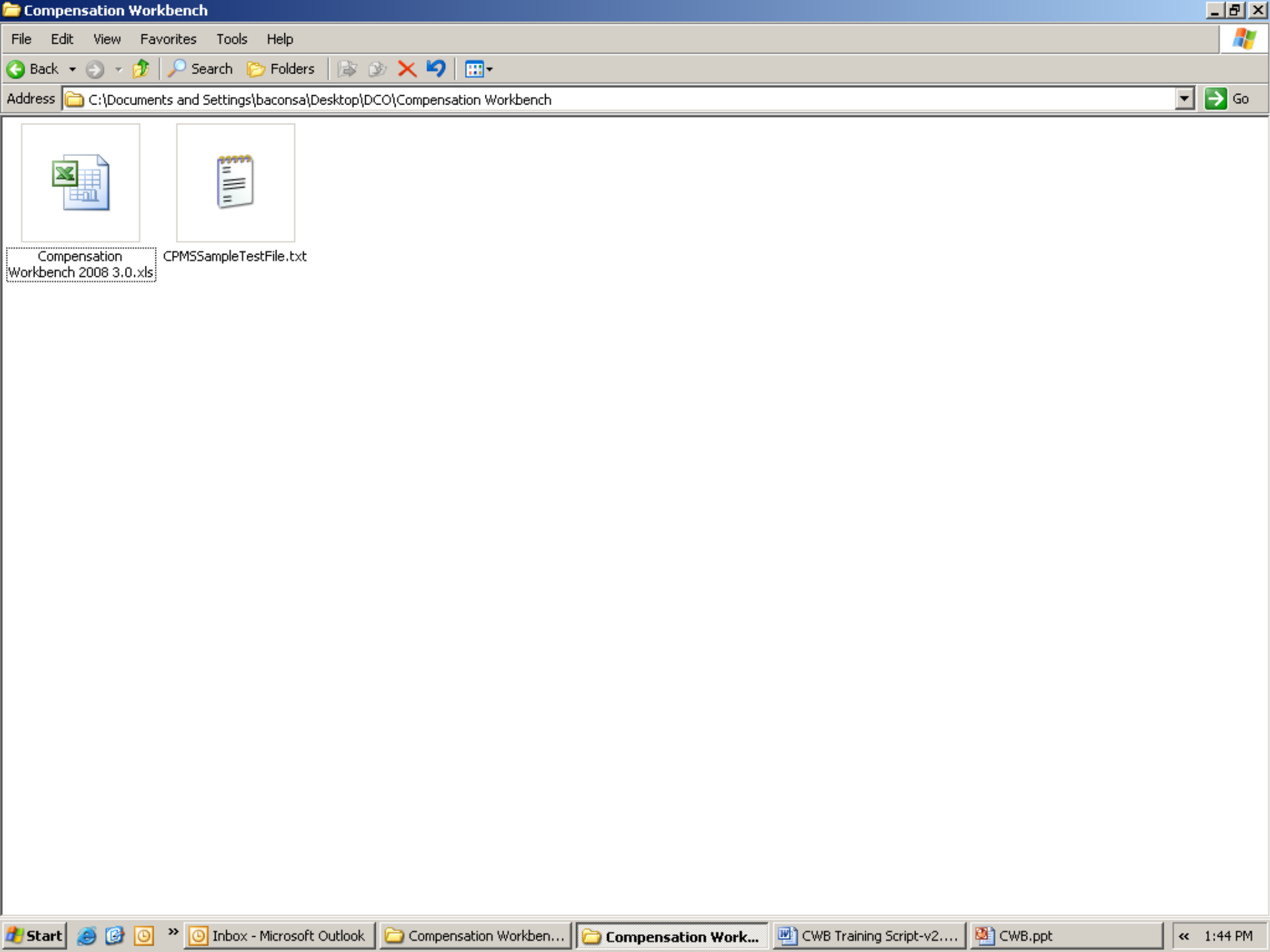


- The Compensation Workbench (CWB) is a tool used by NSPS organizations to facilitate their pay pool and sub-pay pool panel meetings. It contains all the functionality needed to conduct an effective pay pool. Specific functionality includes the ability to:
 - Set a pay pool budget;
 - Assign and reconcile ratings, shares, and payout distributions;
 - Assign and enforce control points;
 - Prorate salary increase and bonus amounts;
 - Distribute OAR and EPI salary increases and bonuses;
 - Determine a final share value;
 - Reconcile your distribution of performance payouts with your pay pool budget;
 - Export your pay pool data for upload back to DCPDS; and
 - Generate a summary of rating, share, and payout distribution for each pay pool member.



What's New in Version 3.0?

- Added new data elements from DCPDS
 - Org code, occ cat code (PATCOB), and UIC/PAS
- Added status indicators to help identify specially situated conditions for HR community
- Allows for copy and paste of charts
- Added salary marker chart to show position in pay band
- Modified DD2906 Addendum (add PRA and RO names plus several other data elements)
- Added tabs on objectives interface that display 5 at a time (instead of all 10)
- Added wildcard columns to export file
- Added a column to show amount of each employee's pay band adjustment
- Displays amount of salary dollars carried over to bonus

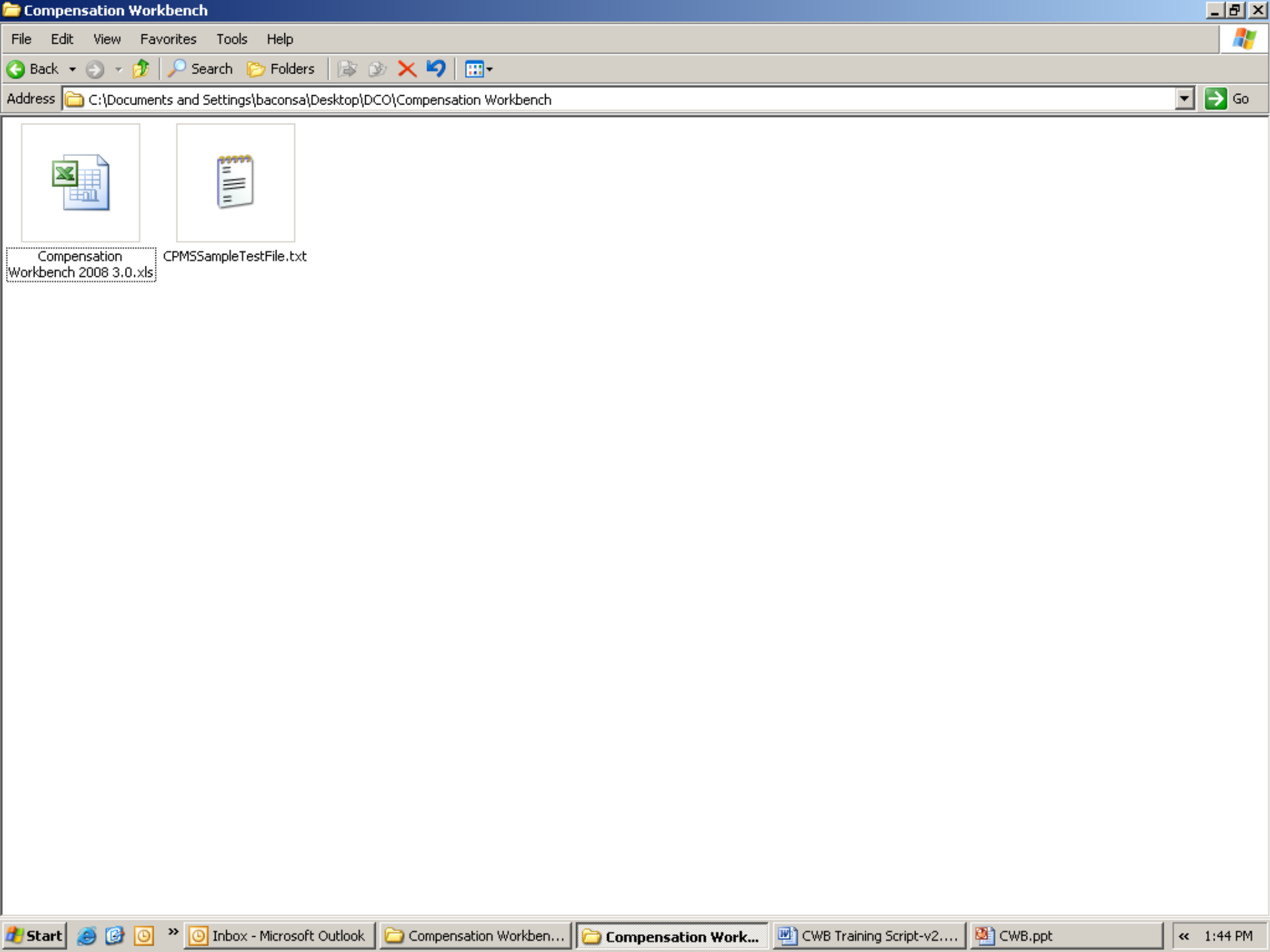


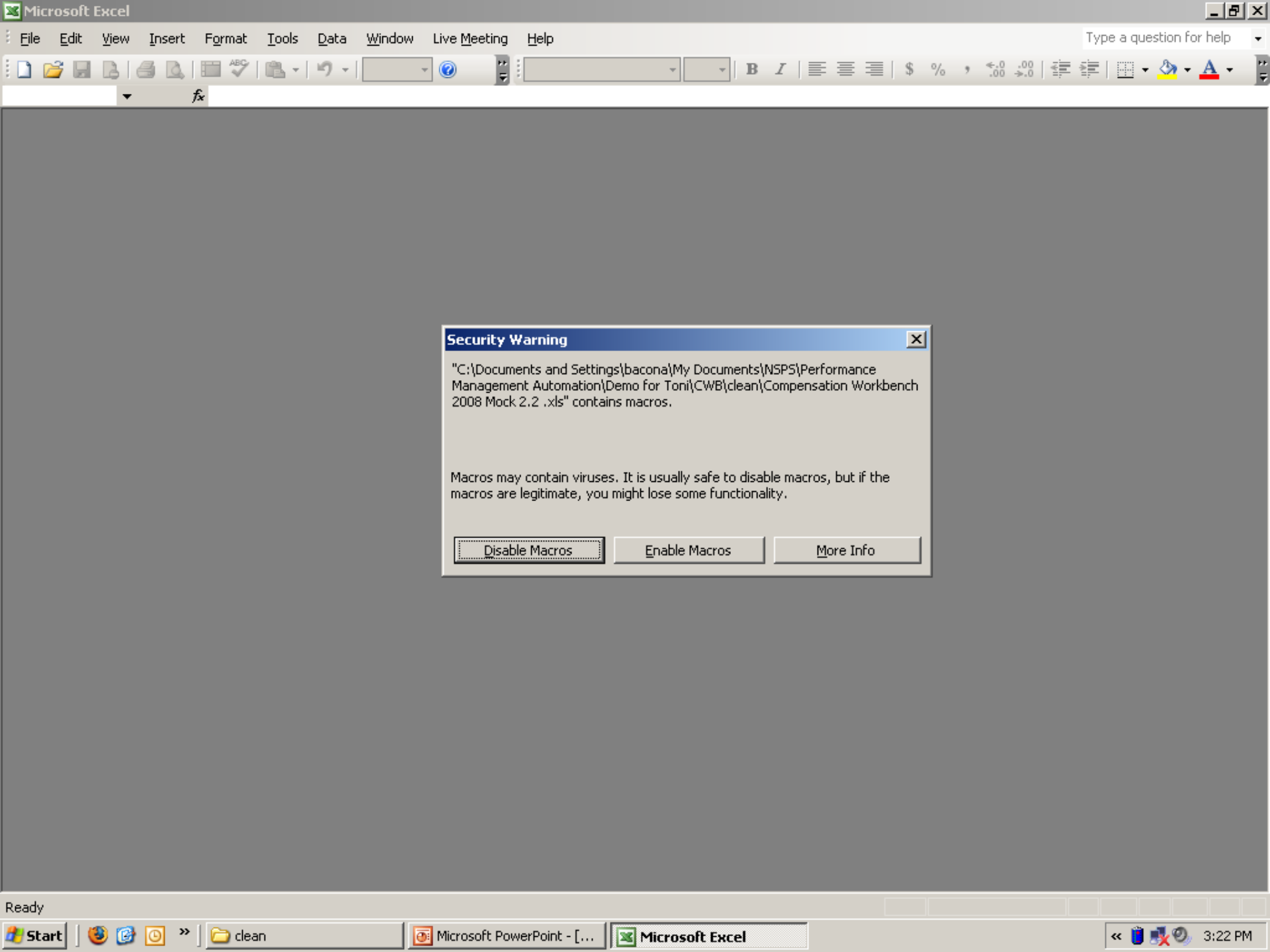
CPMSSampleTestFile.txt - Notepad

File Edit Format View Help

Arnbruster|Caryn K|466945|31652|CPMSTEST-AA|YA|3|346|A|621767F|W1B0AA|95549||Isham, Leslie
Q||3.95|4|9/26/2008||9/30/2008|4|60|81985|1|Item Unique Identification (IUID) Planning, Oversight and
Reporting|30|5|||81986|2|Item Unique Identification (IUID) Strategic Planning and Governance|25|2|||81987|3|Develop, refine
and coordinate new policy and business practices for IUID|30|4|||81988|4|Individual Development
Plan|15|5|||||SQT11
Ballam|Kris H|466965|31656|CPMSTEST-AA|YA|3|346|A|621766F|W1B0AA|98200||Old, Ed
K||4|4|9/26/2008||9/30/2008|4|60|81999|1|Defense Acquisition Management|30|5|||82000|2|Acquisition workforce
Performance|10|4|||82001|3|Requirements|30|5|||82002|4|Resources|30|2|||||SQT11
Chiarella|Isaura O|464566|31278|CPMSTEST-AA|YA|3|346|A|621767F|W1B0AA|90471||Old, Ed
K||3.2|3|9/26/2008||9/30/2008|2|60|80847|1|Acquisition Management|30|4|||80848|2|workforce
Performance|10|5|||80849|3|Resources|30|2|||80850|4|Requirements|30|3|||||SQT11
Dripps|Timmy B|464383|31239|CPMSTEST-AA|YA|3|346|A|621764F|W1B0AA|106187||Isham, Leslie
Q||3.55|4|9/26/2008||9/30/2008|4|60|80716|1|Develop, refine and coordinate new policy, Army Regulation
700-142|25|5|||80717|2|Develop, refine and coordinate new policy, Army Regulation 700-127|20|3|||80718|3|Refine Type
Classification, Material Release and Fielding Processes|25|4|||80719|4|Develop, refine, and coordinate new procedures for DA
Pamphlet 700-142|20|2|||80720|5|Individual Development Plan|10|3|||||SQT11
Kroells|Chantel P|467176|31604|CPMSTEST-AA|YA|3|346|A|621767F|W1B0AA|111339||Old, Ed
K||2.8|3|9/26/2008||9/30/2008|2|60|81817|1|Defense Acquisition Management|30|3|||81818|2|Acquisition workforce
Performance|10|4|||81819|3|Requirements|30|2|||81820|4|Resources|30|3|||||SQT11
Popescu|William Q|467009|31666|CPMSTEST-AA|YA|3|346|A|621767F|W1B0AA|93974||Old, Ed
K||2.6|3|9/26/2008||9/30/2008|2|60|82037|1|Acquisition Management|30|2|||82038|2|Acquisition workforce
Performance|10|2|||82039|3|Requirements|30|2|||82040|4|Army Cost
Review|30|4|||||SQT11
Alvarenga|Mervin W|466710|33836|CPMSTEST-BB|YA|3|301|A|62179G|W1B0AA|121549||Escovedo, Delmar
M||3.75|4|9/26/2008||9/30/2008|4|60|88482|1|Deputy Director of Policy for Security Cooperation, Resources and
Exports|30|3|||88483|2|Shape the Future Security Cooperation Enterprise Management System|30|5|||88484|3|Serve as Liaison to
DSCA for Policy, Metrics and IT|15|4|||88485|4|Career Development Advisor for the Security Cooperation
workforce|25|3|||||SQT11
Corda|Cliff C|467162|31602|CPMSTEST-BB|YA|2|301|A|62179G|W1B0AA|89203||Pigman, Emory
U||2.95|3|9/26/2008||9/30/2008|2|60|81810|1|obj 2.2 Maximize use of acquisition streamlining|35|2|||81811|2|obj 4.2 Expand
and improve strategic partnerships|35|3|||81812|3|obj 4.2 Expand and Improve Partnership
Capacity|30|4|||||SQT11
Everheart|Barry M|466887|33770|CPMSTEST-BB|YA|3|301|A|62179G|W1B0AA|105022||Escovedo, Delmar
M||3.5|3|9/26/2008||9/30/2008|2|60|88286|1|PREPARE EXPORT POLICIES THAT HARMONIZE PRINCIPAL'S SECURITY COOPERATION
GUIDANCE|30|2|||88288|2|LEAD THE ARMY'S MUNITIONS CONTROL PROGRAM|40|5|||88287|3|DEVELOP POLICY GUIDANCE THAT SUPPORTS ARMY
PEOS AND THE US INDUSTRIAL BASE|30|3|||||SQT11
Fedalen|Hai I|467390|31635|CPMSTEST-BB|YA|3|301|A|62179G|W1B0AA|106654||Escovedo, Delmar
M||3.5|3|9/26/2008||9/30/2008|2|60|81925|1|Technology Transfer and Foreign Disclosure Training|25|3|||81926|2|EUM Policy and
Accountability|15|4|||81927|3|MTCR Policy and Accountability|25|5|||81928|4|Accountability of Army Export Control Programs
and Processes|25|2|||81929|5|Army Emergency Relief Coordinator|10|4|||||SQT11
Mormon|Monty O|466930|31646|CPMSTEST-BB|YA|3|301|A|62179G|W1B0AA|97314||Escovedo, Delmar
M||3.2|3|9/26/2008||9/30/2008|2|60|81964|1|DEVELOP POLICY GUIDANCE THAT SUPPORTS ARMY SECURITY ASSISTANCE
PROGRAMS|30|2|||81965|2|PREPARE EXPORT POLICIES THAT HARMONIZE SECURITY COOPERATION GUIDANCE|30|3|||81966|3|LEAD THE ARMY
MUNITIONS CONTROL PROGRAM|30|4|||81967|4|PROMOTE U.S. INDUSTRIAL BASE
HEALTH|10|5|||||SQT11
Occhipinti|Levi P|466860|33760|CPMSTEST-BB|YB|2|318|C|62179G|W1B0AA|42002||Tupick, Harland
K||3.65|4|9/26/2008||9/30/2008|4|60|88255|1|Timekeeper for the office|25|3|||88256|2|Central Point of Contact for supplies
and Maintenance of Equipment|25|4|||88257|3|Provides Overall support to the Staff.|30|5|||88258|4|Prepares Security Clearance
Requirements.|20|2|||||SQT11
Scheffer|Louis S|466904|33776|CPMSTEST-BB|YA|3|301|A|62179G|W1B0AA|99127||Pigman, Emory
U||4|4|9/26/2008||9/30/2008|4|60|88301|1|Support the Industrial Base|25|5|||88302|2|Expand and Improve Partnership
Capacity|25|4|||88303|3|Provide Critical BMD Capabilities to Strategic Allies|25|5|||88304|4|Improve Security Cooperation
Methodology|25|2|||||SQT11

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Security Warning

"C:\Documents and Settings\bacona\My Documents\NSPS\Performance Management Automation\Demo for Toni\CWB\clean\Compensation Workbench 2008 Mock 2.2 .xls" contains macros.

Macros may contain viruses. It is usually safe to disable macros, but if the macros are legitimate, you might lose some functionality.

Disable Macros

Enable Macros

More Info


Microsoft Excel - Compensation Workbench 2008 3.0.xls

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Compensation Workbench (CWB)

2008 v3.0

For Official Use Only

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This application will help NSPS organizations conduct the NSPS pay pool process. It is designed to look and function much the same as the spreadsheet used during the pay pool management training.

How to use this spreadsheet:

Step 1: [Import](#) your pay pool's data into the spreadsheet. Remember that your data file must be in the same folder as the spreadsheet. The spreadsheet will then import your data and display a confirmation message when complete.

Step 2: Enter your pay pool's funding parameters, if using estimated share value, and method of distributing salary increases (dollar or percentage) on the Funding worksheet. You can switch distribution methods at any time. On the funding worksheet you can also choose to hide the columns for proration, control points, and/or EPI/OAR if your pay pool does not use those fields. To hide columns "uncheck" the appropriate box. To show columns "check" the appropriate box.

Step 3: Enter your pay pool's control points in the Control Points worksheet (if your pay pool uses control points). You can enter one or two control points per pay schedule and pay band. Each control point is entered as a salary within the pay band. If you enter two control points for a single band, the spreadsheet will automatically apply the correct one based on the employee's salary.

For example, your pay pool could create a control point for YA-3 at \$100,000. If a YA-3 employee's salary is brought up to \$100,000 as a result of their performance payout, a decision must be made to allow that employee's salary to cross the control point. If the decision is made not to allow the employee's salary to cross \$100,000, then any remaining performance payout will carry over to bonus. If a YA-3 employee's salary is already over \$100,000 before applying any performance payout, then the control point would not apply.

The default control points in this spreadsheet are \$0, or no control points. You can also edit each employee's control point in column AN in the Pay Pool Panel worksheet.

Definitions

Control Point: A control point may be used to manage salary cost growth through a pay band. If the employee's pay is less than the control point and the pay increase will take the pay above the control point, the employee's pay will be capped at the control point if the "allow over control point" flag is set to "no". Up to two control points can be set for each pay band on the control point worksheet.

EPI: An employee must have a rating of 5 to be eligible for an Extraordinary Pay Increase (EPI) in the form of either a salary increase or a bonus. An EPI salary increase cannot take the employee's pay above the top of the band. Funding for the EPI is separate from the pay pool funding.

OAR: An employee must have a rating of at least 3 to be eligible for an Organizational/Team Achievement Recognition (OAR) in the form of either a salary increase or a bonus. An OAR salary increase cannot take the

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

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4	Ratings and Shares												
5	Salary Increase												
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11			Step 4:	Reconcile job objective ratings and ratings of record in the Objectives worksheet. Press the "View Objective Ratings" button at the top left of the page to view all the objectives for an individual employee in an easy to edit format. An employee's average score and rating of record are automatically populated in the Pay Pool Panel worksheet from this form when saved. Missing objectives may be added by clicking the next unchecked "Use Objective?" checkbox, and entering the rating, contributing factor, and optional weight. Double-clicking on an employee's row in the Pay Pool Panel or Objectives worksheet will also be open up the objectives form. Validate your objective data by clicking the Validate button.												<div>the band. Funding for the OAR is separate from the pay pool funding.</div> <div>Pro-rate: The pay increase or bonus for an employee can be pro-rated. Any money not paid to the employee due to pro-rating a salary increase or bonus is not available to be allocated to other employees in the CWB.</div>			
12			Step 5:	Reconcile ratings, shares, and payout distributions in the Pay Pool Panel worksheet. Only the yellow fields can be changed - the remaining fields are calculated automatically. Validate your data often!															
13			Step 6:	Reconcile the share value and payout distributions with your pay pool budget. The calculated share value will calculate real time in both the funding worksheet and in cell AB2 in the Pay Pool Panel worksheet. In the funding worksheet, you can select which share value is used to calculate the payouts. For example, if estimated share value is selected, the estimated share value is used to calculate each employee's payout. If the calculated share value is selected, the calculated share value is used to calculate each employee's payout.															
14			Step 7:	<input type="checkbox"/> Certify															
15			Step 8:	Ensure all ratings in the Performance Appraisal Application match the final ratings in the spreadsheet. Mismatches are highlighted in the Record Mismatches worksheet.															
16			Step 9:	Export Employee Data and upload back to DCPDS.															
17			Step 10:	Generate Employee Notices (addendum to the DD2906) Employee notices will be generated in the order in which they appear in the Pay Pool Panel worksheet. If filters have been set, notices will only be generated for visible employees.															
18				<input type="checkbox"/> Include detailed objective information on 2906 addendum															
19			Notes and Special Features:																
				One of the new features for the 2008 cycle is the sheet Salary Markers. This sheet contains two charts that have the flexibility to plot starting and ending salaries for a selected pay schedule.															

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5	Salary Increase												
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Import

Step 1 - Select Type

What would you like to import?

☒ Pay pool data from DCPDS?

☐ Pay pool data from sub-panel spreadsheet(s)

Continue

Cancel

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Import

Step 1 - Select TypeStep 2 - Select File

Select file to import data from:Extract Date:

CPMSSampleTestFile.txt

Open

Cancel

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorrNUM

Ready

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4	Ratings and Shares												
5	Salary Increase												
6	Bonus	Employees:											
7		0											
8	Total CY08 Base Pay:												
9		\$0											
10													
	Last Name	First Name	UIC/PAS Code	End C Base S							Rating Official	Sub Pay Pool Manager	
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33													

Import

Step 1 - Select Type

Step 2 - Select File

Select file to import data from: Extract Date:3/26/2008

CPMSSampleTestFile.txt

Open

Cancel

Instructions

Funding

Control Points

Objectives

Pay Pool Panel

Statistics

Summary

Rating Charts

Share Charts

Corr

Ready

NUM

Start

Inbox - Microsoft ...

Compensation W...

Compensation W...

CWB Training Scri...

CWB.ppt

Microsoft Excel ...

1:58 PM

Microsoft Excel - Compensation Workbench 2008 3.0.xls

FileEditViewInsertFormatToolsDataWindowHelpAdobe PDF

Type a question for help

ImportExportHideUnhideUnhide AllHideUnhideUnhide AllClear All FiltersSortValidateClear CirclesDelete RowHighlight

fx

	A	B	L	M	N	O	P	Q	R	T	U	V	W
1	Go To:												
2	Funding												
3	Objectives												
4	Ratings and Shares												
5	Salary Increase												
6	Bonus	Employees:											
7		0											
8	Total CY08 Base Pay:												
9		\$0											
10													
	Last Name	First Name	UIC/PAS Code	End C Base S							Rating Official	Sub Pay Pool Manager	
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Import

Step 1 - Select TypeStep 2 - Select FileStep 3 - Select Employees

Select Employees to Import

Sort by Last NameSort by Pay Pool

<input type="checkbox"/>	Albani, Jewell I	CPMSTEST-A1
<input type="checkbox"/>	Ballam, Kris H	CPMSTEST-AA
<input type="checkbox"/>	Chiarella, Isaura O	CPMSTEST-AA
<input type="checkbox"/>	Dripps, Timmy B	CPMSTEST-AA
<input type="checkbox"/>	Kroells, Chantel P	CPMSTEST-AA
<input type="checkbox"/>	Popescu, William Q	CPMSTEST-AA
<input type="checkbox"/>	Armbruster, Caryn K	CPMSTEST-AA
<input type="checkbox"/>	Bierer, Cassie U	CPMSTEST-B1
<input type="checkbox"/>	Everheart, Barry M	CPMSTEST-BB
<input type="checkbox"/>	Fedalen, Hai I	CPMSTEST-BB
<input type="checkbox"/>	Corda, Cliff C	CPMSTEST-BB
<input type="checkbox"/>	Alvarenga, Mervin W	CPMSTEST-BB
<input type="checkbox"/>	Mormon, Monty O	CPMSTEST-BB
<input type="checkbox"/>	Occhipinti, Levi P	CPMSTEST-BB
<input type="checkbox"/>	Scheffer, Louis S	CPMSTEST-BB
<input type="checkbox"/>	Stiebel, Kelley X	CPMSTEST-BB

Select AllDeselect All

Import Selected

Cancel

Note: Holding CTRL+Click selects multiple individual files. Holding SHIFT+Click selects multiple files in a range.

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

ReadyNUM

Start

Inbox - Microsoft ...

Compensation W...

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CWB Training Scri...

CWB.ppt

Microsoft Excel ...

1:59 PM

Microsoft Excel - Compensation Workbench 2008 3.0.xls

FileEditViewInsertFormatToolsDataWindowHelpAdobe PDF

Type a question for help

ImportExportHideUnhideUnhide AllHideUnhideUnhide AllClear All FiltersSortValidateClear CirclesDelete RowHighlight

fx

	A	B	L	M	N	O	P	Q	R	S	T	U	V	W
1	Go To:													
2	Funding													
3	Objectives													
4	Ratings and Shares													
5	Salary Increase													
6	Bonus	Employees:												
7		0												
8	Total CY08 Base Pay:													
9	\$0													
10														
	Last Name	First Name	UIC/PAS Code	End C Base S								Rating Official	Sub Pay Pool Manager	
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Import

Step 1 - Select TypeStep 2 - Select FileStep 3 - Select Employees

Select Employees to Import

Sort by Last NameSort by Pay Pool

☒ Albani, Jewell I

CPMTEST-A1

☒ Ballam, Kris H

CPMTEST-AA

☒ Chiarella, Isaura O

CPMTEST-AA

☒ Dripps, Timmy B

CPMTEST-AA

☒ Kroells, Chantel P

CPMTEST-AA

☒ Popescu, William Q

CPMTEST-AA

☒ Ambruster, Caryn K

CPMTEST-AA

☒ Bierer, Cassie U

CPMTEST-B1

☒ Everheart, Barry M

CPMTEST-BB

☒ Fedalen, Hai I

CPMTEST-BB

☒ Corda, Cliff C

CPMTEST-BB

☒ Alvarenga, Mervin W

CPMTEST-BB

☒ Mormon, Monty O

CPMTEST-BB

☒ Occhipinti, Levi P

CPMTEST-BB

☒ Scheffer, Louis S

CPMTEST-BB

☒ Stiebel, Kelley X

CPMTEST-BB

Select AllDeselect All

Import Selected

Cancel

Note: Holding CTRL+Click selects multiple individual files. Holding SHIFT+Click selects multiple files in a range.

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

ReadyNUM

StartInbox - Microsoft ...Compensation W...Compensation W...CWB Training Scri...CWB.pptMicrosoft Excel ...1:59 PM

Microsoft Excel - Compensation Workbook 2008 3.0.xls

FileEditViewInsertFormatToolsDataWindowHelpAdobe PDF

Type a question for help

ImportExportHideUnhideUnhide AllUnhideClear All FiltersSortValidateClear CirclesHighlight

fx

	A	B	C	D	E	F	G	H	J	K	L	M	N	O
1														
2	Mismatches between the data downloaded from the PAA and the data contained in													
3	the CWB are highlighted													
4	Last Name	First Name	Employee ID	Rating Official	PAA Average Score	PAA Rating	CWB Average Score	CWB Rating						
5														
6	Armbruster	Caryn K	466945	Isham, Leslie Q	3.95	4	3.95	4						
7	Ballam	Kris H	466965	Old, Ed K	4.00	4	4.00	4						
8	Chiarella	Isaura O	464566	Old, Ed K	3.20	3	3.20	3						
9	Dripps	Timmy B	464383	Isham, Leslie Q	3.55	4	3.55	4						
10	Kroells	Chantel P	467176	Old, Ed K	2.80	3	2.80	3						
11	Popescu	William Q	467009	Old, Ed K										
12	Alvarenga	Mervin W	466710	Escovedo, Delmar M										
13	Corda	Cliff C	467162	Pigman, Emory U										
14	Everheart	Barry M	466887	Escovedo, Delmar M										
15	Fedalen	Hai I	467390	Escovedo, Delmar M										
16	Mormon	Monty O	466930	Escovedo, Delmar M										
17	Occhipinti	Levi P	466860	Tupick, Harland K										
18	Scheffer	Louis S	466904	Pigman, Emory U	4.00	4	4.00	4						
19	Stiebel	Kelley X	467630	Pigman, Emory U	3.90	4	3.90	4						
20	Strength	Lorita M	467188	Tupick, Harland K	3.60	4	3.60	4						
21	Tupick	Harland K	468210	M2MDEFAULT, Army	3.50	3	3.50	3						
22	Barletta	Tomas K	465566	Haymaker, Esmeralda	3.50	3	3.50	3						
23	Bularz	Kevin Q	466486	Haymaker, Esmeralda	4.70	5	4.70	5						
24	Enderle	Isaiah S	466736	Haymaker, Esmeralda	3.20	3	3.20	3						
25	Eutsler	Alexander H	466855	Howson, Kent	3.50	3	3.50	3						
26	Franceschi	Benjamin	467637	Howson, Kent	3.80	4	3.80	4						
27	Galindez	Johnathon	466575	Haymaker, Esmeralda	4.10	4	4.10	4						
28	Heckendorf	Rusty U	464855	Haymaker, Esmeralda	3.70	4	3.70	4						
29	Hibbetts	Seth W	468294	Haymaker, Esmeralda	3.80	4	3.80	4						
30	Hogancamp	Sheron E	464603	M2MDEFAULT, Army	3.90	4	3.90	4						
31	Howson	Kent	466882	M2MDEFAULT, Army	3.75	4	3.75	4						
32	Jephson	Quincy L	466874	M2MDEFAULT, Army	4.10	4	4.10	4						

Save

?

Data successfully imported!
Would you like to save the spreadsheet?

YesNo

StatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismatches

NUM

Start

Inbox - Microsoft ...

Compensation W...

Compensation W...

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Microsoft Excel ...

2:00 PM


Microsoft Excel - Compensation Workbench 2008 3.0.xls

Type a question for help

FileEditViewInsertFormatToolsDataWindowHelpAdobe PDFImportExportValidate

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Compensation Workbench (CWB)

2008 v3.0

For Official Use Only

This Information Protected by the Privacy Act of 1974

This application will help NSPS organizations conduct the NSPS pay pool process. It is designed to look and function much the same as the spreadsheet used during the pay pool management training.

How to use this spreadsheet:

Step 1: [Import](#) your pay pool's data into the spreadsheet. Remember that your data file must be in the same folder as the spreadsheet. The spreadsheet will then import your data and display a confirmation message when complete.

Step 2: Enter your pay pool's funding parameters, if using estimated share value, and method of distributing salary increases (dollar or percentage) on the Funding worksheet. You can switch distribution methods at any time. On the funding worksheet you can also choose to hide the columns for proration, control points, and/or EPI/OAR if your pay pool does not use those fields. To hide columns "uncheck" the appropriate box. To show columns "check" the appropriate box.

Step 3: Enter your pay pool's control points in the Control Points worksheet (if your pay pool uses control points). You can enter one or two control points per pay schedule and pay band. Each control point is entered as a salary within the pay band. If you enter two control points for a single band, the spreadsheet will automatically apply the correct one based on the employee's salary.

For example, your pay pool could create a control point for YA-3 at \$100,000. If a YA-3 employee's salary is brought up to \$100,000 as a result of their performance payout, a decision must be made to allow that employee's salary to cross the control point. If the decision is made not to allow the employee's salary to cross \$100,000, then any remaining performance payout will carry over to bonus. If a YA-3 employee's salary is already over \$100,000 before applying any performance payout, then the control point would not apply.

The default control points in this spreadsheet are \$0, or no control points. You can also edit each employee's control point in column AN in the Pay Pool Panel worksheet.

Definitions

Control Point: A control point may be used to manage salary cost growth through a pay band. If the employee's pay is less than the control point and the pay increase will take the pay above the control point, the employee's pay will be capped at the control point if the "allow over control point" flag is set to "no". Up to two control points can be set for each pay band on the control point worksheet.

EPI: An employee must have a rating of 5 to be eligible for an Extraordinary Pay Increase (EPI) in the form of either a salary increase or a bonus. An EPI salary increase cannot take the employee's pay above the top of the band. Funding for the EPI is separate from the pay pool funding.

OAR: An employee must have a rating of at least 3 to be eligible for an Organizational/Team Achievement Recognition (OAR) in the form of either a salary increase or a bonus. An OAR salary increase cannot take the

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

ReadyNUM

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Microsoft Excel 2008 3.0.xls

FileEditViewInsertFormatToolsDataWindowHelpAdobe PDF

Type a question for help

ImportExportHideUnhideUnhide AllHideUnhideUnhide AllClear All FiltersSortValidateClear CirclesDelete RowHighlight

EmpCount =COUNTIF(EmployeeID, ">0")

Go To:
Funding
Objectives
Ratings and Shares
Salary Increase
Bonus

Employees:
70

Total CY08 Base Pay:
\$6,576,641

Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Rate P
Armbruster	Caryn K	466945	31652	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
Ballam	Kris H	466965	31656	CPMSTEST-AA		YA	3	0346	A	621766F	W1B0AA	\$98,200	
Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
Kroells	Chantel P	467176	31604	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$111,339	
Popescu	William Q	467009	31666	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$93,974	
Alvarenga	Mervin W	466710	33836	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
Everheart	Barry M	466887	33770	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$105,022	
Fedalen	Hai I	467390	31635	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$106,654	
Mormon	Monty O	466930	31646	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$97,314	
Occhipinti	Levi P	466860	33760	CPMSTEST-BB		YB	2	0318	C	62179G	W1B0AA	\$42,002	
Scheffer	Louis S	466904	33776	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$99,127	
Stiebel	Kelley X	467630	33263	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$93,387	
Strength	Lorita M	467188	31606	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$101,835	
Tupick	Harland K	468210	29365	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$111,355	
Barletta	Tomas K	465566	32838	CPMSTEST-BB		YC	3	1102	P	A1CB	W4QSAA	\$129,012	
Bularz	Kevin Q	466486	33880	CPMSTEST-BB		YA	3	1102	P	621733C	W1B0AA	\$130,116	
Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	
Exonogochi	Benjamin	467637	33264	CPMSTEST-BB		YA	3	0301	A	621733C	W1B0AA	\$111,389	

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

ReadyNUM

Start

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Microsoft Excel ...

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Microsoft Excel - Compensation Workbench 2008 3.0.xls

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Pay Pool Fund \$ = Pay Pool Fund % ^ Total Base Salary

= 4.420% * \$6,576,641

= \$290,687

Go To:

[Instructions](#)

[Control Points](#)

[Pay Pool Panel](#)

Pay Pool Funding Elements:

	%	\$	
Pay Pool Fund = Salary Increase (Element 1)	2.2600%	\$148,632	
+ Remaining GPI (Element 2)	1.1600%	\$76,289	
<hr/>			
Total Salary Fund	3.4200%	\$224,921	77.4%
+ Bonus (Element 3)	1.0000%	\$65,766	22.6%
<hr/>			
Pay Pool Fund	4.4200%	\$290,687	
<hr/>			
GPI	2.90%		
Rate Range Adjustment	1.74%		

☒ Use Proration

☒ Use Control Points

☒ Use EPI/OAR

Update VA Max Pays

Select Share Value:

☐ Estimated

2.0000%

☒ Calculated

1.5155%

Assign Salary Increase:

☐ Dollar Amount

☒ Percentage

Instructions

Funding

Control Points

Objectives

Pay Pool Panel

Statistics

Summary

Rating Charts

Share Charts

Corr

Ready

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Microsoft Excel - Compensation Workbench 2008 3.0.xls

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1																
2			Pay Pool Fund \$ =	Pay Pool Fund %	*	Total Base Salary										
3			=	4.420%	*	\$6,576,641										
4			=	\$290,687												
5																
6																
8																
9																
10			Pay Pool Fund =	Salary Increase (Element 1)		2.2600%		\$148,632								
11																
12				+ Remaining GPI (Element 2)		1.1600%		\$76,289								
13																
14				Total Salary Fund		3.4200%		\$224,921		77.4%						
15																
16				+ Bonus (Element 3)		1.0000%		\$65,766		22.6%						
17																
18																
19				Pay Pool Fund		4.4200%		\$290,687								
20																
21																
22				GPI		2.90%										
23																
24				Rate Range Adjustment		1.74%										
25																
26																
27																
28																

Go To:

[Instructions](#)

[Control Points](#)

[Pay Pool Panel](#)

Pay Pool Funding Elements:

	%	\$	
Pay Pool Fund =			
Salary Increase (Element 1)	2.2600%	\$148,632	
+ Remaining GPI (Element 2)	1.1600%	\$76,289	
<hr/>			
Total Salary Fund	3.4200%	\$224,921	77.4%
+ Bonus (Element 3)	1.0000%	\$65,766	22.6%
<hr/>			
Pay Pool Fund	4.4200%	\$290,687	

GPI	2.90%
Rate Range Adjustment	1.74%

☒ Use Proration

☒ Use Control Points

☒ Use EPI/OAR

Update VA Max Pays

Select Share Value:

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

Ready

NUM

Start

Inbox - Microsoft ...

CWB

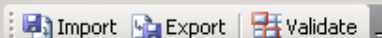
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Microsoft Excel ...

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Q33

	A	B	C	D	E
1	Pay Schedule	Minimum	Maximum	Control Point One	Control Point Two
2	YA1	\$26,461	\$64,403		
3	YA2	\$40,093	\$91,801		
4	YA3	\$78,359	\$133,985		
5	YB1	\$17,174	\$39,161		
6	YB2	\$32,778	\$58,622		
7	YB3	\$48,509	\$77,194		
8	YC1	\$32,778	\$64,403		
9	YC2	\$58,141	\$113,908		
10	YC3	\$81,700	\$133,985		
11	YD1	\$26,461	\$64,403		
12	YD2	\$40,093	\$91,801		
13	YD3	\$78,359	\$133,985		
14	YE1	\$17,174	\$39,161		
15	YE2	\$32,778	\$58,622		
16	YE3	\$48,509	\$77,194		
17	YE4	\$65,894	\$91,801		
18	YF1	\$32,778	\$64,403		
19	YF2	\$58,141	\$113,908		
20	YF3	\$78,359	\$133,985		
21	YG2	\$89,269	\$175,000		
22	YG3	\$115,143	\$225,000		
23	YH1	\$26,461	\$64,403		
24	YH2	\$40,093	\$108,483		
25	YH3	\$78,359	\$133,985		
26	YI1	\$17,174	\$39,161		
27	YI2	\$32,778	\$58,622		
28	YI3	\$48,509	\$77,194		
29	YJ1	\$32,778	\$64,403		
30	YJ2	\$58,141	\$113,908		
31	YJ3	\$81,700	\$133,985		
32	YJ4	\$105,023	\$200,000		
33	YK1	\$26,461	\$64,403		
34	YK2	\$40,093	\$91,801		

This Sheet

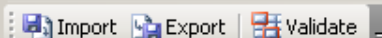
To use control points, enter the desired dollar amount in the yellow cells corresponding to the appropriate pay schedule and pay band. If you only have one control point for a band, use the first control point column. If you enter two control points, the second control point must be larger than the first. Either control point must also be less than the max pay for the appropriate pay schedule and pay band.

This will apply the appropriate control point for each employee in the pay pool based on their pay schedule and pay band. If the pay bands don't have control points, the control point column for those employees will be blank.

Pay Pool Panel Sheet

Control points can be assigned to individual employees on the Pay Pool Panel worksheet. This will overwrite a control point set by the Control Point worksheet. To reassign a control point from the Control Point worksheet, use the Reset Control Points button on the Pay Pool Panel worksheet. The Reset Control Points button will replace any individual control points you may have set in the Pay Pool Panel worksheet with a lookup function into the Control Points sheet.

Please note that use of control points is optional.



	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Pay Schedule	Minimum	Maximum	Control Point One	Control Point Two									
2	YA1	\$26,461	\$64,403											
3	YA2	\$40,093	\$91,801											
4	YA3	\$78,359	\$133,985	\$100,000	\$127,600									
5	YB1	\$17,174	\$39,161											
6	YB2	\$32,778	\$58,622											
7	YB3	\$48,509	\$77,194											
8	YC1	\$32,778	\$64,403											
9	YC2	\$58,141	\$113,908											
10	YC3	\$81,700	\$133,985											
11	YD1	\$26,461	\$64,403											
12	YD2	\$40,093	\$91,801											
13	YD3	\$78,359	\$133,985											
14	YE1	\$17,174	\$39,161											
15	YE2	\$32,778	\$58,622											
16	YE3	\$48,509	\$77,194											
17	YE4	\$65,894	\$91,801											
18	YF1	\$32,778	\$64,403											
19	YF2	\$58,141	\$113,908											
20	YF3	\$78,359	\$133,985											
21	YG2	\$89,269	\$175,000											
22	YG3	\$115,143	\$225,000											
23	YH1	\$26,461	\$64,403											
24	YH2	\$40,093	\$108,483											
25	YH3	\$78,359	\$133,985											
26	YI1	\$17,174	\$39,161											
27	YI2	\$32,778	\$58,622											
28	YI3	\$48,509	\$77,194											
29	YJ1	\$32,778	\$64,403											
30	YJ2	\$58,141	\$113,908											
31	YJ3	\$81,700	\$133,985											
32	YJ4	\$105,023	\$200,000											
33	YK1	\$26,461	\$64,403											
34	YK2	\$40,093	\$91,801											

This Sheet

To use control points, enter the desired dollar amount in the yellow cells corresponding to the appropriate pay schedule and pay band. If you only have one control point for a band, use the first control point column. If you enter two control points, the second control point must be larger than the first. Either control point must also be less than the max pay for the appropriate pay schedule and pay band.

This will apply the appropriate control point for each employee in the pay pool based on their pay schedule and pay band. If the pay bands don't have control points, the control point column for those employees will be blank.

Pay Pool Panel Sheet

Control points can be assigned to individual employees on the Pay Pool Panel worksheet. This will overwrite a control point set by the Control Point worksheet. To reassign a control point from the Control Point worksheet, use the Reset Control Points button on the Pay Pool Panel worksheet. The Reset Control Points button will replace any individual control points you may have set in the Pay Pool Panel worksheet with a lookup function into the Control Points sheet.

Please note that use of control points is optional.

f_x

	A	B	C	D	L	M	N	O	P	Q	R	S	T	U
1	View Objective Ratings													
2										Objective 1				
	Last Name	First Name	Employee ID	Appraisal ID	Rating Official	Average Score	Rating	Valid Rating?	Sum of Weights	ID	Number	Title	Weight	Rating
3														
4														
5	Armbruster	Caryn K	466945	31652	Isham, Leslie Q	3.95	4	Yes	100	81985	1	Item Unique Identification	30	
6	Ballam	Kris H	466965	31656	Old, Ed K	4.00	4	Yes	100	81999	1	Defense Acquisition Ma	30	
7	Chiarella	Isaura O	464566	31278	Old, Ed K	3.20	3	Yes	100	80847	1	Acquisition Management	30	
8	Dripps	Timmy B	464383	31239	Isham, Leslie Q	3.55	4	Yes	100	80716	1	Develop, refine and cod	25	
9	Kroells	Chantel P	467176	31604	Old, Ed K	2.80	3	Yes	100	81817	1	Defense Acquisition Ma	30	
10	Popescu	William Q	467009	31666	Old, Ed K	2.60	3	Yes	100	82037	1	Acquisition Management	30	
11	Alvarenga	Mervin W	466710	33836	Escovedo, Delmar	3.75	4	Yes	100	88482	1	Deputy Director of Poli	30	
12	Corda	Cliff C	467162	31602	Pigman, Emory U	2.95	3	Yes	100	81810	1	Obj 2.2 Maximize use o	35	
13	Everheart	Barry M	466887	33770	Escovedo, Delmar	3.50	3	Yes	100	88286	1	PREPARE EXPORT POL	30	
14	Fedalen	Hai I	467390	31635	Escovedo, Delmar	3.50	3	Yes	100	81925	1	Technology Transfer an	25	
15	Mormon	Monty O	466930	31646	Escovedo, Delmar	3.20	3	Yes	100	81964	1	DEVELOP POLICY GUID	30	
16	Occhipinti	Levi P	466860	33760	Tupick, Harland K	3.65	4	Yes	100	88255	1	Timekeeper for the Offi	25	
17	Scheffer	Louis S	466904	33776	Pigman, Emory U	4.00	4	Yes	100	88301	1	Support the Industrial B	25	
18	Stiebel	Kelley X	467630	33263	Pigman, Emory U	3.90	4	Yes	100	86728	1	Industrial Base Health	40	
19	Strength	Lorita M	467188	31606	Tupick, Harland K	3.60	4	Yes	100	81824	1	ASA ALT Goal 2/Objec	35	
20	Tupick	Harland K	468210	29365	M2MDEFAULT, Ann	3.50	3	Yes	100	75062	1	Strategic Management	25	
21	Barletta	Tomas K	465566	32838	Haymaker, Esmera	3.50	3	Yes	100	85481	1	Provide Strategic Direct	30	
22	Bularz	Kevin Q	466486	33880	Haymaker, Esmera	4.70	5	Yes	100	88624	1	Provide strategic direct	40	
23	Enderle	Isaiah S	466736	33840	Haymaker, Esmera	3.20	3	Yes	100	88497	1	Provide Strategic Direct	30	
24	Eutsler	Alexander H	466855	33758	Howson, Kent	3.50	3	Yes		88247	1	Objective 1 Industrial Plant Equipmen		
25	Franceschi	Benjamin	467637	33264	Howson, Kent	3.80	4	Yes	100	86731	1	Provide advice	30	
26	Galindez	Johnathon	466575	32554	Haymaker, Esmera	4.10	4	Yes	100	84607	1	Assesment/Strategic D	40	
27	Heckendorf	Rusty U	464855	31130	Haymaker, Esmera	3.70	4	Yes	100	80399	1	Provide Strategic Direct	40	
28	Hibbetts	Seth W	468294	29321	Haymaker, Esmera	3.80	4	Yes	100	74942	1	Provide Strategic Direct	40	
29	Hogancamp	Sheron E	464603	29067	M2MDEFAULT, Ann	3.90	4	Yes	100	74212	1	Provide Strategic Direct	40	
30	Howson	Kent	466882	33768	M2MDEFAULT, Ann	3.75	4	Yes	100	88279	1	Directorate Management	25	

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EmpCount =COUNTIF(EmployeeID, ">0")

Go To:
Funding
Objectives
Ratings and Shares
Salary Increase
Bonus

Employees:
70

Total CY08 Base Pay:
\$6,576,641

Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Rate P
Armbruster	Caryn K	466945	31652	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
Ballam	Kris H	466965	31656	CPMSTEST-AA		YA	3	0346	A	621766F	W1B0AA	\$98,200	
Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
Kroells	Chantel P	467176	31604	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$111,339	
Popescu	William Q	467009	31666	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$93,974	
Alvarenga	Mervin W	466710	33836	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
Everheart	Barry M	466887	33770	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$105,022	
Fedalen	Hai I	467390	31635	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$106,654	
Mormon	Monty O	466930	31646	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$97,314	
Occhipinti	Levi P	466860	33760	CPMSTEST-BB		YB	2	0318	C	62179G	W1B0AA	\$42,002	
Scheffer	Louis S	466904	33776	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$99,127	
Stiebel	Kelley X	467630	33263	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$93,387	
Strength	Lorita M	467188	31606	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$101,835	
Tupick	Harland K	468210	29365	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$111,355	
Barletta	Tomas K	465566	32838	CPMSTEST-BB		YC	3	1102	P	A1CB	W4QSAA	\$129,012	
Bularz	Kevin Q	466486	33880	CPMSTEST-BB		YA	3	1102	P	621733C	W1B0AA	\$130,116	
Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	
Exonogochi	Benjamin	467637	33264	CPMSTEST-BB		YA	3	0301	A	621733C	W1B0AA	\$111,389	

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

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F5Armbruster

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Go To:												
2	Funding												
3	Objectives												
4	Ratings and Shares												
5	Salary Increase												
6	Bonus												
7	Employees:												
8	70												
9	Total CY08 Base Pay:												
10	\$6,576,641												
	Last Name	First Name	Employee ID	Appraisal ID	Pa	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret	P	
11													
12													
13	Armbruster	Caryn K	466945	31652	CPMSTEST								
14	Ballam	Kris H	466965	31656	CPMSTEST								
15	Chiarella	Isaura O	464566	31278	CPMSTEST								
16	Dripps	Timmy B	464383	31239	CPMSTEST								
17	Kroells	Chantel P	467176	31604	CPMSTEST								
18	Popescu	William Q	467009	31666	CPMSTEST								
19	Alvarenga	Mervin W	466710	33836	CPMSTEST								
20	Corda	Cliff C	467162	31602	CPMSTEST								
21	Everheart	Barry M	466887	33770	CPMSTEST								
22	Fedalen	Hai I	467390	31635	CPMSTEST								
23	Mormon	Monty O	466930	31646	CPMSTEST								
24	Occhipinti	Levi P	466860	33760	CPMSTEST								
25	Scheffer	Louis S	466904	33776	CPMSTEST-BB								
26	Stiebel	Kelley X	467630	33263	CPMSTEST-BB								
27	Strength	Lorita M	467188	31606	CPMSTEST-BB								
28	Tupick	Harland K	468210	29365	CPMSTEST-BB								
29	Barletta	Tomas K	465566	32838	CPMSTEST-BB								
30	Bularz	Kevin Q	466486	33880	CPMSTEST-BB								
31	Enderle	Isaiah S	466736	33840	CPMSTEST-BB								

Sort

Sort by

Column A

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Then by

☒ Ascending☐ Descending

Then by

☒ Ascending☐ Descending

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Control PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary Marker:NUM

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Go To:
[Funding](#)
[Objectives](#)
[Ratings and Shares](#)
[Salary Increase](#)
[Bonus](#)

Employees:
70
Total CY08 Base Pay:
\$6,576,641

	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
13	Albani	Jewell I	468444	29235	CPMSTEST-AA1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
14	Alvarenga	Mervin W	466710	33836	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
15	Armbruster	Caryn K	466945	31652	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
16	Ballam	Kris H	466965	31656	CPMSTEST-AA		YA	3	0346	A	621766F	W1B0AA	\$98,200	
17	Barletta	Tomas K	465566	32838	CPMSTEST-BB		YC	3	1102	P	A1CB	W4QSAA	\$129,012	
18	Bierer	Cassie U	466957	31654	CPMSTEST-B1		YA	2	0201	A	621711A	W1B0AA	\$45,682	
19	Buchwald	Collene L	466895	33773	CPMSTEST-C1		YA	2	0301	A	621710A	W1B0AA	\$61,216	
20	Bularz	Kevin Q	466486	33880	CPMSTEST-BB		YA	3	1102	P	621733C	W1B0AA	\$130,116	
21	Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
22	Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
23	Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
24	Diliberti	Guy	466703	33834	CPMSTEST-CC		YA	3	0301	A	621742D	W1B0AA	\$118,869	
25	Dohogne	Cameron R	467586	33247	CPMSTEST-BB		YB	2	0303	C	621742D	W1B0AA	\$56,956	
26	Dolman	Dawne X	466616	33819	CPMSTEST-HQ		YB	2	0303	T	621711A	W1B0AA	\$40,202	
27	Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
28	Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ		YA	2	0560	A	621711A	W1B0AA	\$71,696	
29	Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
30	Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
31	Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	

Control Points Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Marker:

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Go To:
Funding
Objectives
Ratings and Shares
Salary Increase
Bonus

Employees:
70
Total CY08 Base Pay:
\$6,576,641

	A	B	C	D	E	F	G	H	I	J	K	L	M	
	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
11														
12							Sort Ascending Sort Descending							
13	Albani	Jewell I	468444	29235	CPMSTEST-AA1			2	0301	A	G3BB	W3YTAA	\$70,847	
14	Alvarenga	Mervin W	466710	33836	CPMSTEST-BB			3	0301	A	62179G	W1B0AA	\$121,549	
15	Armbruster	Caryn K	466945	31652	CPMSTEST-AA			3	0346	A	621767F	W1B0AA	\$95,549	
16	Ballam	Kris H	466965	31656	CPMSTEST-AA			3	0346	A	621766F	W1B0AA	\$98,200	
17	Barletta	Tomas K	465566	32838	CPMSTEST-BB			3	1102	P	A1CB	W4QSAA	\$129,012	
18	Bierer	Cassie U	466957	31654	CPMSTEST-B1			2	0201	A	621711A	W1B0AA	\$45,682	
19	Buchwald	Collene L	466895	33773	CPMSTEST-C1			2	0301	A	621710A	W1B0AA	\$61,216	
20	Bularz	Kevin Q	466486	33880	CPMSTEST-BB			3	1102	P	621733C	W1B0AA	\$130,116	
21	Chiarella	Isaura O	464566	31278	CPMSTEST-AA			3	0346	A	621767F	W1B0AA	\$90,471	
22	Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
23	Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
24	Diliberti	Guy	466703	33834	CPMSTEST-CC		YA	3	0301	A	621742D	W1B0AA	\$118,869	
25	Dohogne	Cameron R	467586	33247	CPMSTEST-BB		YB	2	0303	C	621742D	W1B0AA	\$56,956	
26	Dolman	Dawne X	466616	33819	CPMSTEST-HQ		YB	2	0303	T	621711A	W1B0AA	\$40,202	
27	Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
28	Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ		YA	2	0560	A	621711A	W1B0AA	\$71,696	
29	Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
30	Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
31	Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	

Control PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary Marker:

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H11 Pay Band

12345678910

Go To:
[Funding](#)
[Objectives](#)
[Ratings and Shares](#)
[Salary Increase](#)
[Bonus](#)

Employees:
70
Total CY08 Base Pay:
\$6,576,641

Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
Albani	Jewell I	468444	29235	CPMSTEST-AA1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
Alvarenga	Mervin W	466710	33836	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
Armbruster	Caryn K	466945	31652	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
Ballam	Kris H	466965	31656	CPMSTEST-AA		YA	3	0346	A	621766F	W1B0AA	\$98,200	
Bierer	Cassie U	466957	31654	CPMSTEST-B1		YA	2	0201	A	621711A	W1B0AA	\$45,682	
Buchwald	Collene L	466895	33773	CPMSTEST-C1		YA	2	0301	A	621710A	W1B0AA	\$61,216	
Bularz	Kevin Q	466486	33880	CPMSTEST-BB		YA	3	1102	P	621733C	W1B0AA	\$130,116	
Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
Diliberti	Guy	466703	33834	CPMSTEST-CC		YA	3	0301	A	621742D	W1B0AA	\$118,869	
Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ		YA	2	0560	A	621711A	W1B0AA	\$71,696	
Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	
Everheart	Barry M	466887	33770	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$105,022	
Fedalen	Hai I	467390	31635	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$106,654	
Franceschi	Benjamin	467637	33264	CPMSTEST-BB		YA	3	0301	A	621732C	W1B0AA	\$111,288	
Galindez	Johnathon	466575	32554	CPMSTEST-BB		YA	3	1102	P	A1	W6A804	\$87,986	

Control Points Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Marker: NUM

Ready

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H11 Pay Band

12345678910

Go To:
[Funding](#)
[Objectives](#)
[Ratings and Shares](#)
[Salary Increase](#)
[Bonus](#)
Employees:
70
Total CY08 Base Pay:
\$6,576,641

Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
Albani	Jewell I	468444	29235	CPMSTEST-AA1		Sort Ascending Sort Descending		0301	A	G3BB	W3YTAA	\$70,847	
Alvarenga	Mervin W	466710	33836	CPMSTEST-BB				0301	A	62179G	W1B0AA	\$121,549	
Armbruster	Caryn K	466945	31652	CPMSTEST-AA		(All) (Top 10...) (Custom...)		0346	A	621767F	W1B0AA	\$95,549	
Ballam	Kris H	466965	31656	CPMSTEST-AA				0346	A	621766F	W1B0AA	\$98,200	
Bierer	Cassie U	466957	31654	CPMSTEST-B1		2		0201	A	621711A	W1B0AA	\$45,682	
Buchwald	Collene L	466895	33773	CPMSTEST-C1		3		0301	A	621710A	W1B0AA	\$61,216	
Bularz	Kevin Q	466486	33880	CPMSTEST-BB		YA	3	1102	P	621733C	W1B0AA	\$130,116	
Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
Diliberti	Guy	466703	33834	CPMSTEST-CC		YA	3	0301	A	621742D	W1B0AA	\$118,869	
Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ		YA	2	0560	A	621711A	W1B0AA	\$71,696	
Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	
Everheart	Barry M	466887	33770	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$105,022	
Fedalen	Hai I	467390	31635	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$106,654	
Franceschi	Benjamin	467637	33264	CPMSTEST-BB		YA	3	0301	A	621732C	W1B0AA	\$111,288	
Galindez	Johnathon	466575	32554	CPMSTEST-BB		YA	3	1102	P	A1	W6A804	\$87,986	

Control Points Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Marker:

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Go To:

Funding

Objectives

Ratings and Shares

Salary Increase

Bonus

Employees: 70

Total CY08 Base Pay: \$6,576,641

Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
Albani	Jewell I	468444	29235	CPMSTEST-A1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
Bierer	Cassie U	466957	31654	CPMSTEST-B1		YA	2	0201	A	621711A	W1B0AA	\$45,682	
Buchwald	Collene L	466895	33773	CPMSTEST-C1		YA	2	0301	A	621710A	W1B0AA	\$61,216	
Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ		YA	2	0560	A	621711A	W1B0AA	\$71,696	
Gammons	Andera N	466977	31658	CPMSTEST-HQ		YA	2	0301	A	621711A	W1B0AA	\$62,078	
Hieronymus	Catheryn V	467430	31642	CPMSTEST-HQ		YA	2	0301	A	M	W27PAA	\$88,553	
Mcree	Johnnie X	466923	33787	CPMSTEST-HQ		YA	2	0301	A	621711A	W1B0AA	\$43,140	
Palanza	Dawna Y	466602	33817	CPMSTEST-HQ		YA	2	2003	A	621711A	W1B0AA	\$48,409	
Rideout	Jean B	467018	31668	CPMSTEST-HQ		YA	2	0201	A	621711A	W1B0AA	\$81,418	
Smallman	Mathilda J	467350	31631	CPMSTEST-BB		YA	2	0343	A	621742D	W1B0AA	\$89,213	
Tingstrom	Fidel I	466454	32613	CPMSTEST-HQ		YA	2	0201	A	621711A	W1B0AA	\$77,590	
Zehner	Claud H	465360	32845	CPMSTEST-BB		YA	2	0341	A	A1	W6A804	\$57,725	

Control PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary Marker

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[Salary Increase](#)
[Bonus](#)

Employees:
70
Total CY08 Base Pay:
\$6,576,641

Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
Albani	Jewell I	468444	29235	CPMSTEST-AA1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
Alvarenga	Mervin W	466710	33836	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
Armbruster	Caryn K	466945	31652	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
Ballam	Kris H	466965	31656	CPMSTEST-AA		YA	3	0346	A	621766F	W1B0AA	\$98,200	
Barletta	Tomas K	465566	32838	CPMSTEST-BB		YC	3	1102	P	A1CB	W4QSAA	\$129,012	
Bierer	Cassie U	466957	31654	CPMSTEST-B1		YA	2	0201	A	621711A	W1B0AA	\$45,682	
Buchwald	Collene L	466895	33773	CPMSTEST-C1		YA	2	0301	A	621710A	W1B0AA	\$61,216	
Bularz	Kevin Q	466486	33880	CPMSTEST-BB		YA	3	1102	P	621733C	W1B0AA	\$130,116	
Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
Diliberti	Guy	466703	33834	CPMSTEST-CC		YA	3	0301	A	621742D	W1B0AA	\$118,869	
Dohogne	Cameron R	467586	33247	CPMSTEST-BB		YB	2	0303	C	621742D	W1B0AA	\$56,956	
Dolman	Dawne X	466616	33819	CPMSTEST-HQ		YB	2	0303	T	621711A	W1B0AA	\$40,202	
Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ		YA	2	0560	A	621711A	W1B0AA	\$71,696	
Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
Eutsler	Alexander H	466855	33758	CPMSTEST-BB		YA	3	1150	A	621730C	W1B0AA	\$117,496	

Pay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismatches

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Employees: 70

Total CY08 Base Pay: \$6,576,641

	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
13	Albani	Jewell I	468444	29235	CPMTEST-AA1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
14	Alvarenga	Mervin W	466710	33836	CPMTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
15	Armbruster	Caryn K	466945	31652	CPMTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
16	Ballam	Kris H	466965	31656	CPMTEST-AA	hide	YA	3	0346	A	621766F	W1B0AA	\$98,200	
17	Barletta	Tomas K	465566	32838	CPMTEST-BB		YC	3	1102	P	A1CB	W4QSAA	\$129,012	
18	Bierer	Cassie U	466957	31654	CPMTEST-B1		YA	2	0201	A	621711A	W1B0AA	\$45,682	
19	Buchwald	Collene L	466895	33773	CPMTEST-C1		YA	2	0301	A	621710A	W1B0AA	\$61,216	
20	Bularz	Kevin Q	466486	33880	CPMTEST-BB	hide	YA	3	1102	P	621733C	W1B0AA	\$130,116	
21	Chiarella	Isaura O	464566	31278	CPMTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
22	Corda	Cliff C	467162	31602	CPMTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
23	Curling	Wilber L	467003	33413	CPMTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
24	Diliberti	Guy	466703	33834	CPMTEST-CC	hide	YA	3	0301	A	621742D	W1B0AA	\$118,869	
25	Dohogne	Cameron R	467586	33247	CPMTEST-BB		YB	2	0303	C	621742D	W1B0AA	\$56,956	
26	Dolman	Dawne X	466616	33819	CPMTEST-HQ		YB	2	0303	T	621711A	W1B0AA	\$40,202	
27	Dripps	Timmy B	464383	31239	CPMTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
28	Eckerle	Dirk Q	466990	31660	CPMTEST-HQ	hide	YA	2	0560	A	621711A	W1B0AA	\$71,696	
29	Ellicott	Venessa G	467329	31629	CPMTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
30	Enderle	Isaiah S	466736	33840	CPMTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
31	Eutsler	Alexander H	466855	33758	CPMTEST-BB	hide	YA	3	1150	A	621730C	W1B0AA	\$117,496	

Pay Pool Panel

StatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismatches

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Go To:
Funding
Objectives
Ratings and Shares
Salary Increase
Bonus

Employees:
70
Total CY08 Base Pay:
\$6,576,641

	A	B	C	D	E	F	G	H	I	J	K	L	M	
	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
11														
12						Sort Ascending Sort Descending								
13	Albani	Jewell I	468444	29235	CPMSTEST-AA1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
14	Alvarenga	Mervin W	466710	33836	CPMSTEST-BB	(All)	YA	3	0301	A	62179G	W1B0AA	\$121,549	
15	Armbruster	Caryn K	466945	31652	CPMSTEST-AA	(Top 10...)	YA	3	0346	A	621767F	W1B0AA	\$95,549	
16	Ballam	Kris H	466965	31656	CPMSTEST-AA	(Custom...)	YA	3	0346	A	621766F	W1B0AA	\$98,200	
17	Barletta	Tomas K	465566	32838	CPMSTEST-BB	hide	YC	3	1102	P	A1CB	W4QSAA	\$129,012	
18	Bierer	Cassie U	466957	31654	CPMSTEST-B1	(Blanks)	YA	2	0201	A	621711A	W1B0AA	\$45,682	
19	Buchwald	Collene L	466895	33773	CPMSTEST-C1	(NonBlanks)	YA	2	0301	A	621710A	W1B0AA	\$61,216	
20	Bularz	Kevin Q	466486	33880	CPMSTEST-BB	hide	YA	3	1102	P	621733C	W1B0AA	\$130,116	
21	Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
22	Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
23	Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
24	Diliberti	Guy	466703	33834	CPMSTEST-CC	hide	YA	3	0301	A	621742D	W1B0AA	\$118,869	
25	Dohogne	Cameron R	467586	33247	CPMSTEST-BB		YB	2	0303	C	621742D	W1B0AA	\$56,956	
26	Dolman	Dawne X	466616	33819	CPMSTEST-HQ		YB	2	0303	T	621711A	W1B0AA	\$40,202	
27	Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
28	Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ	hide	YA	2	0560	A	621711A	W1B0AA	\$71,696	
29	Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
30	Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
31	Eutsler	Alexander H	466855	33758	CPMSTEST-BB	hide	YA	3	1150	A	621730C	W1B0AA	\$117,496	

Pay Pool Panel

Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

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3	Objectives													
4	Ratings and Shares													
5	Salary Increase													
6	Bonus													
7	Employees:													
	70													
8	Total CY08 Base Pay:													
9	\$6,576,641													
10														
	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
11														
16	Ballam	Kris H	466965	31656	CPMSTEST-AA	hide	YA	3	0346	A	621766F	W1B0AA	\$98,200	
20	Bularz	Kevin Q	466486	33880	CPMSTEST-BB	hide	YA	3	1102	P	621733C	W1B0AA	\$130,116	
24	Diliberti	Guy	466703	33834	CPMSTEST-CC	hide	YA	3	0301	A	621742D	W1B0AA	\$118,869	
28	Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ	hide	YA	2	0560	A	621711A	W1B0AA	\$71,696	
31	Eutsler	Alexander H	466855	33758	CPMSTEST-BB	hide	YA	3	1150	A	621730C	W1B0AA	\$117,496	
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Pay Pool Panel

Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

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9	\$6,576,641													
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	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
11														
16	Ballam	Kris H	466965	31656	CPMSTEST-AA	Sort Ascending	YA	3	0346	A	621766F	W1B0AA	\$98,200	
20	Bularz	Kevin Q	466486	33880	CPMSTEST-BB	Sort Descending	YA	3	1102	P	621733C	W1B0AA	\$130,116	
24	Diliberti	Guy	466703	33834	CPMSTEST-CC	(All)	YA	3	0301	A	621742D	W1B0AA	\$118,869	
28	Eckerle	Dirk Q	466990	31660	CPMSTEST-HQ	(Top 10...)	YA	2	0560	A	621711A	W1B0AA	\$71,696	
31	Eutsler	Alexander H	466855	33758	CPMSTEST-BB	(Custom...)	YA	3	1150	A	621730C	W1B0AA	\$117,496	
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Pay Pool Panel

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Employees:
70
Total CY08 Base Pay:
\$6,576,641

	A	B	C	D	E	F	G	H	I	J	K	L	M	
	Last Name	First Name	Employee ID	Appraisal ID	Pay Pool ID	Wildcard 1	Pay Schedule	Pay Band	Occ Code	Occ Cat Code	Org Structure ID	UIC/PAS Code	End Cycle Base Salary	Ret P
13	Albani	Jewell I	468444	29235	CPMSTEST-AA1		YA	2	0301	A	G3BB	W3YTAA	\$70,847	
14	Alvarenga	Mervin W	466710	33836	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$121,549	
15	Armbruster	Caryn K	466945	31652	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$95,549	
17	Barletta	Tomas K	465566	32838	CPMSTEST-BB		YC	3	1102	P	A1CB	W4QSAA	\$129,012	
18	Bierer	Cassie U	466957	31654	CPMSTEST-B1		YA	2	0201	A	621711A	W1B0AA	\$45,682	
19	Buchwald	Collene L	466895	33773	CPMSTEST-C1		YA	2	0301	A	621710A	W1B0AA	\$61,216	
21	Chiarella	Isaura O	464566	31278	CPMSTEST-AA		YA	3	0346	A	621767F	W1B0AA	\$90,471	
22	Corda	Cliff C	467162	31602	CPMSTEST-BB		YA	2	0301	A	62179G	W1B0AA	\$89,203	
23	Curling	Wilber L	467003	33413	CPMSTEST-CC		YA	3	0301	A	621754E	W1B0AA	\$130,199	
25	Dohogne	Cameron R	467586	33247	CPMSTEST-BB		YB	2	0303	C	621742D	W1B0AA	\$56,956	
26	Dolman	Dawne X	466616	33819	CPMSTEST-HQ		YB	2	0303	T	621711A	W1B0AA	\$40,202	
27	Dripps	Timmy B	464383	31239	CPMSTEST-AA		YA	3	0346	A	621764F	W1B0AA	\$106,187	
29	Ellicott	Venessa G	467329	31629	CPMSTEST-DD		YA	3	0343	A	621722B	W1B0AA	\$103,592	
30	Enderle	Isaiah S	466736	33840	CPMSTEST-BB		YA	3	1102	P	A1C	W4QSAA	\$113,931	
32	Everheart	Barry M	466887	33770	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$105,022	
33	Fedalen	Hai I	467390	31635	CPMSTEST-BB		YA	3	0301	A	62179G	W1B0AA	\$106,654	
34	Flesch	Les B	466814	33750	CPMSTEST-DD		YD	3	0801	P	621723B	W1B0AA	\$127,824	
35	Franceschi	Benjamin	467637	33264	CPMSTEST-BB		YA	3	0301	A	621732C	W1B0AA	\$111,288	
36	Galindez	Johnathon	466575	32554	CPMSTEST-BB		YA	3	1102	P	A1	W6A804	\$87,986	

Pay Pool Panel

StatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismatches

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2	Funding												
3	Objectives												
4	Ratings and Shares												
5	Salary Increase												
6	Bonus												
7	Employees:												
8	70												
9	Total CY08 Base Pay:												
10	\$6,576,641												
	Last Name	First Name	End Cycle Base Salary	Retained Pay	Rated?	Modal Rating Eligibility?	Include Salary in Pay Pool?	Payout Eligibility?	Specialty Situated Condition	Rating Official	Sub Pay Pool Manager		Wildcard 2
11													
12													
13	Albani	Jewell I	\$70,847		Yes	No	Yes	a	a	Zembower, Junior N			Washington DC
14	Alvarenga	Mervin W	\$121,549		Yes	No	Yes	a	a	Escovedo, Delmar M			San Diego
15	Armbruster	Caryn K	\$95,549		Yes	No	Yes	a	a	Isham, Leslie Q			San Diego
16	Ballam	Kris H	\$98,200		Yes	No	Yes	a	a	Old, Ed K			San Diego
17	Barletta	Tomas K	\$129,012		Yes	No	Yes	a	a	Haymaker, Esmeralda P			Washington DC
18	Bierer	Cassie U	\$45,682		Yes	No	Yes	a	a	Baldo, Coreen M			Washington DC
19	Buchwald	Collene L	\$61,216		Yes	No	Yes	a	a	M2MDEFAULT, Army A			Washington DC
20	Bularz	Kevin Q	\$130,116		Yes	No	Yes	a	a	Haymaker, Esmeralda P			Washington DC
21	Chiarella	Isaura O	\$90,471		Yes	No	Yes	a	a	Old, Ed K			San Diego
22	Corda	Cliff C	\$89,203		Yes	No	Yes	a	a	Pigman, Emory U			San Diego
23	Curling	Wilber L	\$130,199		Yes	No	Yes	a	a	Espenshade, Dudley C			San Diego
24	Diliberti	Guy	\$118,869		Yes	No	Yes	a	a	Weckhorst, Graham W			San Diego
25	Dohogne	Cameron R	\$56,956		Yes	No	Yes	a	a	Soileau, Tyron O			San Diego
26	Dolman	Dawne X	\$40,202		Yes	No	Yes	a	a	Baldo, Coreen M			Washington DC
27	Dripps	Timmy B	\$106,187		Yes	No	Yes	a	a	Isham, Leslie Q			San Diego
28	Eckerle	Dirk Q	\$71,696		Yes	No	Yes	a	a	Baldo, Coreen M			Washington DC
29	Ellicott	Venessa G	\$103,592		Yes	No	Yes	a	a	Hanshaw, Carolyn X			Washington DC
30	Enderle	Isaiah S	\$113,931		Yes	No	Yes	a	a	Haymaker, Esmeralda P			Washington DC
31	Eutsler	Alexander H	\$117,496		Yes	No	Yes	a	a	Howson, Kent			Washington DC

Pay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismatches

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O13 No

	A	B	M	N	O	P	Q	R	T	U	V	W	X	
1	Go To:												Ratings and Shares	
2	Funding													
3	Objectives													
4	Ratings and Shares													
5	Salary Increase													
6	Bonus													
7	Employees:													
8	70													
9	Total CY08 Base Pay:													
10	\$6,576,641													
	Last Name	First Name	End Cycle Base Salary	Retained Pay	Rated?	Modal Rating Eligibility?	Include Salary in Pay Pool?	Payout Eligibility?	Specially Situated Condition	Rating Official	Sub Pay Pool Manager	Wildcard 2		
11														
12														
13	Albani	Jewell I	\$70,847		No	No	Yes	a	a	Zembower, Junior N		Washington DC		
14	Alvarenga	Mervin W	\$121,549		Yes	No	Yes	a	a	Escovedo, Delmar M		San Diego		
15	Armbruster	Caryn K	\$95,549		No	No	Yes	a	a	Isham, Leslie Q		San Diego		
16	Ballam	Kris H	\$98,200		Yes	No	Yes	a	a	Old, Ed K		San Diego		
17	Barletta	Tomas K	\$129,012		Yes	No	Yes	a	a	Haymaker, Esmeralda P		Washington DC		
18	Bierer	Cassie U	\$45,682		Yes	No	Yes	a	a	Baldo, Coreen M		Washington DC		
19	Buchwald	Collene L	\$61,216		Yes	No	Yes	a	a	M2MDEFAULT, Army A		Washington DC		
20	Bularz	Kevin Q	\$130,116		Yes	No	Yes	a	a	Haymaker, Esmeralda P		Washington DC		
21	Chiarella	Isaura O	\$90,471		Yes	No	Yes	a	a	Old, Ed K		San Diego		
22	Corda	Cliff C	\$89,203		Yes	No	Yes	a	a	Pigman, Emory U		San Diego		
23	Curling	Wilber L	\$130,199		Yes	No	Yes	a	a	Espenshade, Dudley C		San Diego		
24	Diliberti	Guy	\$118,869		Yes	No	Yes	a	a	Weckhorst, Graham W		San Diego		
25	Dohogne	Cameron R	\$56,956		Yes	No	Yes	a	a	Soileau, Tyron O		San Diego		
26	Dolman	Dawne X	\$40,202		Yes	No	Yes	a	a	Baldo, Coreen M		Washington DC		
27	Dripps	Timmy B	\$106,187		Yes	No	Yes	a	a	Isham, Leslie Q		San Diego		
28	Eckerle	Dirk Q	\$71,696		Yes	No	Yes	a	a	Baldo, Coreen M		Washington DC		
29	Ellicott	Venessa G	\$103,592		Yes	No	Yes	a	a	Hanshaw, Carolyn X		Washington DC		
30	Enderle	Isaiah S	\$113,931		Yes	No	Yes	a	a	Haymaker, Esmeralda P		Washington DC		
31	Eutsler	Alexander H	\$117,496		Yes	No	Yes	a	a	Howson, Kent		Washington DC		

Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mism

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ColAGo To:

A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To:	Ratings and Shares	Calc Share Value = 1.5638%					Salary Increase	Pay Pool Fund				
2	Funding		Share Value Used= 1.5638%						Base Salary Increase 2.2600%				
3	Objectives		(Calculated)						Remaining GPI 1.1600%				
4	Ratings and Shares								Total Salary Funding 3.4200%				
5	Salary Increase								Bonus 1.0000%				
6	Bonus								Total Pay Pool Funding 4.4200%				
7	Employees: 70												
8	Total CY08 Base Pay: \$6,576,641												
9													
10													
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		RRA: 1.74%				
									Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)
11													
12													
13	Albani	Jewell I		0.00					\$0	\$70,847	\$0		
14	Alvarenga	Mervin W		3.15	3	2	\$3,801		\$2,115	\$123,664	\$2,281	60.0%	100.00%
15	Armbruster	Caryn K		3.95	4	4	\$5,976		\$1,663	\$97,212	\$3,586	60.0%	100.00%
16	Ballam	Kris H		4.00	4	4	\$6,142		\$1,709	\$99,909	\$3,685	60.0%	100.00%
17	Barletta	Tomas K		3.50	3	2	\$4,034		\$2,245	\$131,257	\$2,420	60.0%	79.20%
18	Bierer	Cassie U		4.00	4	4	\$2,857		\$795	\$46,477	\$1,714	60.0%	100.00%
19	Buchwald	Collene L		2.40	2	0	\$0		\$1,066	\$62,282	\$0	60.0%	
20	Bularz	Kevin Q		4.70	5	6	\$12,208		\$2,265	\$132,381	\$7,325	60.0%	26.73%
21	Chiarella	Isaura O		2.00	2	0	\$0		\$1,575	\$92,046	\$0	60.0%	
22	Corda	Cliff C		2.95	3	2	\$2,789		\$1,553	\$90,756	\$1,673	60.0%	59.83%
23	Curling	Wilber L		2.65	3	2	\$4,072		\$2,266	\$132,465	\$2,443	60.0%	59.73%
24	Diliberti	Guy		3.80	4	4	\$7,435		\$2,069	\$120,938	\$4,461	60.0%	100.00%
25	Dohogne	Cameron R		3.00	3	2	\$1,781		\$992	\$57,948	\$1,069	60.0%	60.08%
26	Dolman	Dawne X		4.00	4	4	\$2,514		\$700	\$40,902	\$1,508	60.0%	100.00%
27	Dripps	Timmy B		3.55	4	4	\$6,642		\$1,848	\$108,035	\$3,985	60.0%	100.00%
28	Eckerle	Dirk Q		3.45	3	2	\$2,242		\$1,248	\$72,944	\$1,345	60.0%	100.00%
29	Ellicott	Venessa G		3.65	4	4	\$6,479		\$1,803	\$105,395	\$3,887	60.0%	100.00%
30	Enderle	Isaiah S		3.20	3	2	\$3,563		\$1,983	\$115,914	\$2,138	60.0%	100.00%
31	Eutsler	Alexander H		3.50	3	2	\$3,674		\$2,045	\$119,541	\$2,204	60.0%	100.00%

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismr

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ColA

Go To:

	A	B	M	N	O	P	Q	R	T	U	V	W	X
1	Go To:												
2	Funding												
3	Objectives												
4	Ratings and Shares												
5	Salary Increase												
6	Bonus												
7	Employees:												
8	70												
9	Total CY08 Base Pay:												
10	\$6,576,641												
	Last Name	First Name	End Cycle Base Salary	Retained Pay	Rated?	Modal Rating Eligibility?	Include Salary in Pay Pool?	Payout Eligibility?	Specialty Situated Condition	Rating Official	Sub Pay Pool Manager		Wildcard 2
11													
12													
13	Albani	Jewell I	\$70,847		No	No	Yes	a	a	Zembower, Junior N			DC
14	Alvarenga	Mervin W	\$121,549		Yes	No	Yes	a	a	Escovedo, Delmar M			San Diego
15	Armbruster	Caryn K	\$95,549		Yes	No	Yes	a	a	Isham, Leslie Q			San Diego
16	Ballam	Kris H	\$98,200		Yes	No	Yes	a	a	Old, Ed K			San Diego
17	Barletta	Tomas K	\$129,012		Yes	No	Yes	a	a	Haymaker, Esmeralda P			San Diego
18	Bierer	Cassie U	\$45,682		Yes	No	Yes	a	a	Baldo, Coreen M			San Diego
19	Buchwald	Collene L	\$61,216		Yes	No	Yes	a	a	M2MDEFAULT, Army A			San Diego
20	Bularz	Kevin Q	\$130,116		Yes	No	Yes	a	a	Haymaker, Esmeralda P			San Diego
21	Chiarella	Isaura O	\$90,471		Yes	No	Yes	a	a	Old, Ed K			San Diego
22	Corda	Cliff C	\$89,203		Yes	No	Yes	a	a	Pigman, Emory U			San Diego
23	Curling	Wilber L	\$130,199		Yes	No	Yes	a	a	Espenshade, Dudley C			San Diego
24	Diliberti	Guy	\$118,869		Yes	No	Yes	a	a	Weckhorst, Graham W			San Diego
25	Dohogne	Cameron R	\$56,956		Yes	No	Yes	a	a	Soileau, Tyron O			San Diego
26	Dolman	Dawne X	\$40,202		Yes	No	Yes	a	a	Baldo, Coreen M			San Diego
27	Dripps	Timmy B	\$106,187		Yes	No	Yes	a	a	Isham, Leslie Q			San Diego
28	Eckerle	Dirk Q	\$71,696		Yes	No	Yes	a	a	Baldo, Coreen M			San Diego
29	Ellicott	Venessa G	\$103,592		Yes	No	Yes	a	a	Hanshaw, Carolyn X			San Diego
30	Enderle	Isaiah S	\$113,931		Yes	No	Yes	a	a	Haymaker, Esmeralda P			San Diego
31	Eutsler	Alexander H	\$117,496		Yes	No	Yes	a	a	Howson, Kent			San Diego

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

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	A	B	M	N	O	P	Q	R	T	U	V	W	X	
1	Go To:												Ratings and Shares	
2	Funding													
3	Objectives													
4	Ratings and Shares													
5	Salary Increase													
6	Bonus													
7	Employees:													
8	70													
9	Total CY08 Base Pay:													
10	\$6,576,641													
	Last Name	First Name	End Cycle Base Salary	Retained Pay	Rated?	Modal Rating Eligibility?	Include Salary in Pay Pool?	Payout Eligibility?	Specialty Situated Condition	Rating Official	Sub Pay Pool Manager	Wildcard 2		
11														
12														
13	Albani	Jewell I	\$70,847		No	No	Yes	a	a	mbowmer, Junior N		DC		
14	Alvarenga	Mervin W	\$121,549		Yes	No	Yes	a				San Diego		
15	Armbruster	Caryn K	\$95,549		Yes	No	Yes	a				San Diego		
16	Ballam	Kris H	\$98,200		Yes	No	Yes	a				San Diego		
17	Barletta	Tomas K	\$129,012		Yes	No	Yes	a				San Diego		
18	Bierer	Cassie U	\$45,682		Yes	No	Yes	a				San Diego		
19	Buchwald	Collene L	\$61,216		Yes	No	Yes	a				San Diego		
20	Bularz	Kevin Q	\$130,116		Yes	No	Yes	a				San Diego		
21	Chiarella	Isaura O	\$90,471		Yes	No	Yes	a				San Diego		
22	Corda	Cliff C	\$89,203		Yes	No	Yes	a				San Diego		
23	Curling	Wilber L	\$130,199		Yes	No	Yes	a				San Diego		
24	Diliberti	Guy	\$118,869		Yes	No	Yes	a		Weckhorst, Graham W		San Diego		
25	Dohogne	Cameron R	\$56,956		Yes	No	Yes	a		Soileau, Tyron O		San Diego		
26	Dolman	Dawne X	\$40,202		Yes	No	Yes	a		Baldo, Coreen M		San Diego		
27	Dripps	Timmy B	\$106,187		Yes	No	Yes	a		Isham, Leslie Q		San Diego		
28	Eckerle	Dirk Q	\$71,696		Yes	No	Yes	a		Baldo, Coreen M		San Diego		
29	Ellicott	Venessa G	\$103,592		Yes	No	Yes	a		Hanshaw, Carolyn X		San Diego		
30	Enderle	Isaiah S	\$113,931		Yes	No	Yes	a		Haymaker, Esmeralda P		San Diego		
31	Eutsler	Alexander H	\$117,496		Yes	No	Yes	a		Howson, Kent		San Diego		

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

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	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To:		Ratings and Shares	Calc Share Value = 1.4717%					Salary Increase	Pay Pool Fund				
2	Funding			Share Value Used= 1.4717%						Base Salary Increase 2.2600%				
3	Objectives			(Calculated)						Remaining GPI 1.1600%				
4	Ratings and Shares									Total Salary Funding 3.4200%				
5	Salary Increase									Bonus 1.0000%				
6	Bonus									Total Pay Pool Funding 4.4200%				
7	Employees: 70													
8	Total CY08 Base Pay: \$6,576,641													
9														
10														
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		RRA: 1.74%	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)
11														
12														
13	Albani	Jewell I	DC	0.00						\$0	\$70,847	\$0		
14	Alvarenga	Mervin W	San Diego	3.75	4	4	\$7,155			\$2,115	\$123,664	\$4,293	60.0%	100.00%
15	Armbruster	Caryn K	San Diego	3.95	4	4	\$5,624			\$1,663	\$97,212	\$3,374	60.0%	61.08%
16	Ballam	Kris H	San Diego	4.00	4	4	\$5,780			\$1,709	\$99,909	\$3,468	60.0%	100.00%
17	Barletta	Tomas K	San Diego	3.20	3	2	\$3,797			\$2,245	\$131,257	\$2,278	60.0%	82.31%
18	Bierer	Cassie U	San Diego	4.00	4	4	\$2,689			\$795	\$46,477	\$1,613	60.0%	100.00%
19	Buchwald	Collene L	San Diego	2.40	2	0	\$0			\$1,066	\$62,282	\$0	60.0%	
20	Bularz	Kevin Q	San Diego	4.70	5	6	\$11,489			\$2,265	\$132,381	\$6,893	60.0%	28.13%
21	Chiarella	Isaura O	San Diego	3.33	3	2	\$2,662			\$1,575	\$92,046	\$1,597	60.0%	100.00%
22	Corda	Cliff C	San Diego	2.95	3	2	\$2,625			\$1,553	\$90,756	\$1,575	60.0%	62.18%
23	Curling	Wilber L	San Diego	2.65	3	2	\$3,832			\$2,266	\$132,465	\$2,299	60.0%	62.09%
24	Diliberti	Guy	San Diego	3.80	4	4	\$6,997			\$2,069	\$120,938	\$4,198	60.0%	100.00%
25	Dohogne	Cameron R	San Diego	3.00	3	2	\$1,676			\$992	\$57,948	\$1,006	60.0%	62.44%
26	Dolman	Dawne X	San Diego	4.00	4	4	\$2,366			\$700	\$40,902	\$1,420	60.0%	100.00%
27	Dripps	Timmy B	San Diego	3.55	4	4	\$6,251			\$1,848	\$108,035	\$3,751	60.0%	100.00%
28	Eckerle	Dirk Q	San Diego	3.45	3	2	\$2,110			\$1,248	\$72,944	\$1,266	60.0%	100.00%
29	Ellicott	Venessa G	San Diego	3.65	4	4	\$6,098			\$1,803	\$105,395	\$3,659	60.0%	100.00%
30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,353			\$1,983	\$115,914	\$2,012	60.0%	100.00%
31	Eutsler	Alexander H	San Diego	3.50	3	2	\$3,458			\$2,045	\$119,541	\$2,075	60.0%	100.00%

InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

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Review Objective Ratings

Select an Employee

Occhipinti, Levi P
Scheffer, Louis S
Stiebel, Kelley X
Strength, Lorita M
Tupick, Harland K
Barletta, Tomas K

PrevNext

Score

Average Score: 3.20
Rating of Record: 3
Sum of Weights: 100

Employee Info

Employee Name: Barletta, Tomas K
Pay Schedule: YC
Pay Band: 3
Occupational Code: 1102
Base Salary: \$129,012
Rating Official: Haymaker, Esmeralda P

Objectives 1-5

Objectives 6-10

Use Objective?

Objective Title (80 Characters)

Weight

Rating

Contributing Factor

Adjusted Rating

☒ Objective 1

Provide Strategic Direction to Resolve Mission Critical Issues.

30

3

0

3

☒ Objective 2

Create a Cooperative Team Environment.

20

3

0

3

☒ Objective 3

Establish Clear and Effective Lines of Strategic Communication.

20

5

0

5

☒ Objective 4

Foster Team Member Development

20

2

0

2

☒ Objective 5

Manage Critical Resources Effectively

10

3

0

3

Close

Discard Changes

Save Changes

Go To:

Funding

Objectives

Ratings and Shares

Salary Increase

Bonus

Total Compensation

Last Name

Albani

Alvarenga

Armbruster

Ballam

Barletta

Bierer

Buchwald

Bularz

Chiarella

Corda

Curling

Diliberti

Dohogne

Dolman

Dripps

Eckerle

Ellicott

Enderle

Eutsler

Wildcard 2

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Instructions

Funding

Control Points

Objectives

Pay Pool Panel

Statistics

Summary

Rating Charts

Share Charts

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Ready

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Review Objective Ratings

Select an Employee

Occhipinti, Levi P

Scheffer, Louis S

Stiebel, Kelley X

Strength, Lorita M

Tupick, Harland K

Barletta, Tomas K

Prev

Next

Score

Average Score: 3.20

Rating of Record: 3

Sum of Weights: 100

Employee Info

Employee Name: Barletta, Tomas K

Pay Schedule: YC

Pay Band: 3

Occupational Code: 1102

Base Salary: \$129,012

Rating Official: Haymaker, Esmeralda P

Objectives 1-5

Objectives 6-10

Use Objective?

Objective Title (80 Characters)

Weight

Rating

Contributing Factor

Adjusted Rating

☒ Objective 1

Provide Strategic Direction to Resolve Mission Critical Issues.

30

3

0

3

☒ Objective 2

Create a Cooperative Team Environment.

20

5

0

3

☒ Objective 3

Establish Clear and Effective Lines of Strategic Communication.

20

2

0

5

☒ Objective 4

Foster Team Member Development

20

2

0

2

☒ Objective 5

Manage Critical Resources Effectively

10

3

0

3

Close

Discard Changes

Save Changes

Go To:

Funding

Objectives

Ratings and Shar

Salary Increase

Bonus

Total C

Last Name

Albani

Alvarenga

Armbruster

Ballam

Barletta

Bierer

Buchwald

Bularz

Chiarella

Corda

Curling

Diliberti

Dohogne

Dolman

Dripps

Eckerle

Ellicott

Enderle

Eutsler

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Instructions

Funding

Control Points

Objectives

Pay Pool Panel

Statistics

Summary

Rating Charts

Share Charts

Corr

Ready

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Select an Employee

Prev Next

Sum of Weights: 100

Rating Official: Haymaker, Esmeralda P

Objectives 6-10

Weight	Rating	Factor	Rating
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Save Changes

Instructions Funding Control Points Objectives **Pay Pool Panel** Statistics Summary Rating Charts Share Charts Corr

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Z17 =IF(ISBLANK(\$A17),0,VLOOKUP(\$C17,Objectives!\$C\$4:\$N\$75,12,FALSE))

A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
Go To:		Ratings and Shares	Calc Share Value = 1.5638%					Salary Increase	Pay Pool Fund				
Funding			Share Value Used= 1.5638%						Base Salary Increase 2.2600%				
Objectives			(Calculated)						Remaining GPI 1.1600%				
Ratings and Shares									Total Salary Funding 3.4200%				
Salary Increase									Bonus 1.0000%				
Bonus									Total Pay Pool Funding 4.4200%				
Employees: 70													
Total CY08 Base Pay: \$6,576,641													
Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)	RRA: 1.74%	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)	
Albani	Jewell I	DC	0.00					\$0	\$70,847	\$0			
Alvarenga	Mervin W	San Diego	3.15	3	2	\$3,801		\$2,115	\$123,664	\$2,281	60.0%	100.00%	
Armbruster	Caryn K	San Diego	3.95	4	4	\$5,976		\$1,663	\$97,212	\$3,586	60.0%	100.00%	
Ballam	Kris H	San Diego	4.00	4	4	\$6,142		\$1,709	\$99,909	\$3,685	60.0%	100.00%	
Barletta	Tomas K	San Diego	4.00	4	2	\$4,034		\$2,245	\$131,257	\$2,420	60.0%	79.20%	
Bierer	Cassie U	San Diego	4.00	4	4	\$2,857		\$795	\$46,477	\$1,714	60.0%	100.00%	
Buchwald	Collene L	San Diego	2.40	2	0	\$0		\$1,066	\$62,282	\$0	60.0%		
Bularz	Kevin Q	San Diego	4.70	5	6	\$12,208		\$2,265	\$132,381	\$7,325	60.0%	26.73%	
Chiarella	Isaura O	San Diego	2.00	2	0	\$0		\$1,575	\$92,046	\$0	60.0%		
Corda	Cliff C	San Diego	2.95	3	2	\$2,789		\$1,553	\$90,756	\$1,673	60.0%	59.83%	
Curling	Wilber L	San Diego	2.65	3	2	\$4,072		\$2,266	\$132,465	\$2,443	60.0%	59.73%	
Diliberti	Guy	San Diego	3.80	4	4	\$7,435		\$2,069	\$120,938	\$4,461	60.0%	100.00%	
Dohogne	Cameron R	San Diego	3.00	3	2	\$1,781		\$992	\$57,948	\$1,069	60.0%	60.08%	
Dolman	Dawne X	San Diego	4.00	4	4	\$2,514		\$700	\$40,902	\$1,508	60.0%	100.00%	
Dripps	Timmy B	San Diego	3.55	4	4	\$6,642		\$1,848	\$108,035	\$3,985	60.0%	100.00%	
Eckerle	Dirk Q	San Diego	3.45	3	2	\$2,242		\$1,248	\$72,944	\$1,345	60.0%	100.00%	
Ellicott	Venessa G	San Diego	3.65	4	4	\$6,479		\$1,803	\$105,395	\$3,887	60.0%	100.00%	
Enderle	Isaiah S	San Diego	3.20	3	2	\$3,563		\$1,983	\$115,914	\$2,138	60.0%	100.00%	
Eutsler	Alexander H	San Diego	3.50	3	2	\$3,674		\$2,045	\$119,541	\$2,204	60.0%	100.00%	

Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mism

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	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To:		Ratings and Shares	Calc Share Value =				1.5638%	Salary Increase	Pay Pool Fund				
2	Funding			Share Value Used=				1.5638%		Base Salary Increase 2.2600%				
3	Objectives			(Calculated)						Remaining GPI 1.1600%				
4	Ratings and Shares									Total Salary Funding 3.4200%				
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6	Bonus									Total Pay Pool Funding 4.4200%				
7	Employees: 70													
8	Total CY08 Base Pay: \$6,576,641													
9														
10														
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		RRA: 1.74%	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)
11														
12														
13	Albani	Jewell I	DC	0.00						\$0	\$70,847	\$0		
14	Alvarenga	Mervin W	San Diego	3.15	3	2	\$3,801			\$2,115	\$123,664	\$2,281	60.0%	100.00%
15	Armbruster	Caryn K	San Diego	3.95	4	4	\$5,976			\$1,663	\$97,212	\$3,586	60.0%	100.00%
16	Ballam	Kris H	San Diego	4.00	4	4	\$6,142			\$1,709	\$99,909	\$3,685	60.0%	100.00%
17	Barletta	Tomas K	San Diego	4.00	4	2	\$4,034			\$2,245	\$131,257	\$2,420	60.0%	79.20%
18	Bierer	Cassie U	San Diego	4.00	4	3	\$2,857			\$795	\$46,477	\$1,714	60.0%	100.00%
19	Buchwald	Collene L	San Diego	2.40	2	4	\$0			\$1,066	\$62,282	\$0	60.0%	
20	Bularz	Kevin Q	San Diego	4.70	5	6	\$12,208			\$2,265	\$132,381	\$7,325	60.0%	26.73%
21	Chiarella	Isaura O	San Diego	2.00	2	0	\$0			\$1,575	\$92,046	\$0	60.0%	
22	Corda	Cliff C	San Diego	2.95	3	2	\$2,789			\$1,553	\$90,756	\$1,673	60.0%	59.83%
23	Curling	Wilber L	San Diego	2.65	3	2	\$4,072			\$2,266	\$132,465	\$2,443	60.0%	59.73%
24	Diliberti	Guy	San Diego	3.80	4	4	\$7,435			\$2,069	\$120,938	\$4,461	60.0%	100.00%
25	Dohogne	Cameron R	San Diego	3.00	3	2	\$1,781			\$992	\$57,948	\$1,069	60.0%	60.08%
26	Dolman	Dawne X	San Diego	4.00	4	4	\$2,514			\$700	\$40,902	\$1,508	60.0%	100.00%
27	Dripps	Timmy B	San Diego	3.55	4	4	\$6,642			\$1,848	\$108,035	\$3,985	60.0%	100.00%
28	Eckerle	Dirk Q	San Diego	3.45	3	2	\$2,242			\$1,248	\$72,944	\$1,345	60.0%	100.00%
29	Ellicott	Venessa G	San Diego	3.65	4	4	\$6,479			\$1,803	\$105,395	\$3,887	60.0%	100.00%
30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,563			\$1,983	\$115,914	\$2,138	60.0%	100.00%
31	Eutsler	Alexander H	San Diego	3.50	3	2	\$3,674			\$2,045	\$119,541	\$2,204	60.0%	100.00%

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismr

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	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To:		Ratings and Shares	Calc Share Value =				1.5530%	Salary Increase	Pay Pool Fund				
2	Funding			Share Value Used=				1.5530%		Base Salary Increase 2.2600%				
3	Objectives			(Calculated)						Remaining GPI 1.1600%				
4	Ratings and Shares									Total Salary Funding 3.4200%				
5	Salary Increase									Bonus 1.0000%				
6	Bonus									Total Pay Pool Funding 4.4200%				
7	Employees: 70													
8	Total CY08 Base Pay: \$6,576,641													
9														
10														
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		RRA: 1.74%	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)
11														
12														
13	Albani	Jewell I	DC	0.00						\$0	\$70,847	\$0		
14	Alvarenga	Mervin W	San Diego	3.15	3	2	\$3,775			\$2,115	\$123,664	\$2,265	60.0%	100.00%
15	Armbruster	Caryn K	San Diego	3.95	4	4	\$5,935			\$1,663	\$97,212	\$3,561	60.0%	100.00%
16	Ballam	Kris H	San Diego	4.00	4	4	\$6,100			\$1,709	\$99,909	\$3,660	60.0%	100.00%
17	Barletta	Tomas K	San Diego	4.00	4	3	\$6,010			\$2,245	\$131,257	\$3,606	60.0%	60.24%
18	Bierer	Cassie U	San Diego	4.00	4	4	\$2,837			\$795	\$46,477	\$1,702	60.0%	100.00%
19	Buchwald	Collene L	San Diego	2.40	2	0	\$0			\$1,066	\$62,282	\$0	60.0%	
20	Bularz	Kevin Q	San Diego	4.70	5	6	\$12,124			\$2,265	\$132,381	\$7,274	60.0%	26.89%
21	Chiarella	Isaura O	San Diego	2.00	2	0	\$0			\$1,575	\$92,046	\$0	60.0%	
22	Corda	Cliff C	San Diego	2.95	3	2	\$2,770			\$1,553	\$90,756	\$1,662	60.0%	60.10%
23	Curling	Wilber L	San Diego	2.65	3	2	\$4,043			\$2,266	\$132,465	\$2,426	60.0%	60.01%
24	Diliberti	Guy	San Diego	3.80	4	4	\$7,384			\$2,069	\$120,938	\$4,430	60.0%	100.00%
25	Dohogne	Cameron R	San Diego	3.00	3	2	\$1,769			\$992	\$57,948	\$1,061	60.0%	60.34%
26	Dolman	Dawne X	San Diego	4.00	4	4	\$2,497			\$700	\$40,902	\$1,498	60.0%	100.00%
27	Dripps	Timmy B	San Diego	3.55	4	4	\$6,596			\$1,848	\$108,035	\$3,958	60.0%	100.00%
28	Eckerle	Dirk Q	San Diego	3.45	3	2	\$2,226			\$1,248	\$72,944	\$1,336	60.0%	100.00%
29	Ellicott	Venessa G	San Diego	3.65	4	4	\$6,435			\$1,803	\$105,395	\$3,861	60.0%	100.00%
30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,538			\$1,983	\$115,914	\$2,123	60.0%	100.00%
31	Eutsler	Alexander H	San Diego	3.50	3	2	\$3,649			\$2,045	\$119,541	\$2,189	60.0%	100.00%

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismr

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	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	
1	Go To:		Ratings and Shares					Calc Share Value =	1.5530%	Salary Increase	Pay Pool Fund				
2	Funding										Base Salary Increase 2.2600%				
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4	Ratings and Shares							Share Value Used=	1.5530%		Total Salary Funding 3.4200%				
5	Salary Increase							(Calculated)			Bonus 1.0000%				
6	Bonus										Total Pay Pool Funding 4.4200%				
7	Employees: 70														
8	Total CY08 Base Pay: \$6,576,641														
9								Avg: 3.38	Avg: 2.88		Remaining \$ \$49	Apply Default			
10												RRA: 1.74%			
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)		
11															
12															
13	Albani	Jewell I	DC	0.00					\$0	\$70,847	\$0				
14	Alvarenga	Mervin W	San Diego	3.15	3	2	\$3,775		\$2,115	\$123,664	\$2,265	60.0%	100.00%		
15	Armbruster	Caryn K	San Diego	3.95	4	4	\$5,935		\$1,663	\$97,212	\$3,561	60.0%	100.00%		
16	Ballam	Kris H	San Diego	4.00	4	4	\$6,100		\$1,709	\$99,909	\$3,660	60.0%	100.00%		
17	Barletta	Tomas K	San Diego	4.00	4	3	\$6,010		\$2,245	\$131,257	\$3,606	85%	60.24%		
18	Bierer	Cassie U	San Diego	4.00	4	4	\$2,837		\$795	\$46,477	\$1,702	60.0%	100.00%		
19	Buchwald	Collene L	San Diego	2.40	2	0	\$0		\$1,066	\$62,282	\$0	60.0%			
20	Bularz	Kevin Q	San Diego	4.70	5	6	\$12,124		\$2,265	\$132,381	\$7,274	60.0%	26.89%		
21	Chiarella	Isaura O	San Diego	2.00	2	0	\$0		\$1,575	\$92,046	\$0	60.0%			
22	Corda	Cliff C	San Diego	2.95	3	2	\$2,770		\$1,553	\$90,756	\$1,662	60.0%	60.10%		
23	Curling	Wilber L	San Diego	2.65	3	2	\$4,043		\$2,266	\$132,465	\$2,426	60.0%	60.01%		
24	Diliberti	Guy	San Diego	3.80	4	4	\$7,384		\$2,069	\$120,938	\$4,430	60.0%	100.00%		
25	Dohogne	Cameron R	San Diego	3.00	3	2	\$1,769		\$992	\$57,948	\$1,061	60.0%	60.34%		
26	Dolman	Dawne X	San Diego	4.00	4	4	\$2,497		\$700	\$40,902	\$1,498	60.0%	100.00%		
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29	Ellicott	Venessa G	San Diego	3.65	4	4	\$6,435		\$1,803	\$105,395	\$3,861	60.0%	100.00%		
30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,538		\$1,983	\$115,914	\$2,123	60.0%	100.00%		
31	Eutsler	Alexander H	San Diego	3.50	3	2	\$3,649		\$2,045	\$119,541	\$2,189	60.0%	100.00%		

Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismr

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DefaultSplit 70%

	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
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19	Buchwald	Collene L	San Diego	2.40	2	0	\$0			\$1,066	\$62,282	\$0	60.0%	
20	Bularz	Kevin Q	San Diego	4.70	5	6	\$12,124			\$2,265	\$132,381	\$7,274	60.0%	26.89%
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23	Curling	Wilber L	San Diego	2.65	3	2	\$4,043			\$2,266	\$132,465	\$2,426	60.0%	60.01%
24	Diliberti	Guy	San Diego	3.80	4	4	\$7,384			\$2,069	\$120,938	\$4,430	60.0%	100.00%
25	Dohogne	Cameron R	San Diego	3.00	3	2	\$1,769			\$992	\$57,948	\$1,061	60.0%	60.34%
26	Dolman	Dawne X	San Diego	4.00	4	4	\$2,497			\$700	\$40,902	\$1,498	60.0%	100.00%
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30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,538			\$1,983	\$115,914	\$2,123	60.0%	100.00%
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ImportExportHideUnhideUnhide AllHideUnhideUnhide AllClear All FiltersSortValidateClear CirclesDelete RowHighlight

DefaultSplit70%

	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641		Ratings and Shares	Calc Share Value = 1.5530%				Salary Increase				Pay Pool Fund		
Share Value Used= 1.5530%														
(Calculated)														
8												70.0%		
9												Apply Default		
10														
	Last Name	First Name		Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)
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16	Ballam	Kris H		San Diego	4.00	4	4	\$6,100		\$1,709	\$99,909	\$4,270	70.0%	100.00%
17	Barletta	Tomas K		San Diego	4.00	4	3	\$6,010		\$2,245	\$131,257	\$4,207	70.0%	60.24%
18	Bierer	Cassie U		San Diego	4.00	4	4	\$2,837		\$795	\$46,477	\$1,986	70.0%	100.00%
19	Buchwald	Collene L		San Diego	2.40	2	0	\$0		\$1,066	\$62,282	\$0	70.0%	
20	Bularz	Kevin Q		San Diego	4.70	5	6	\$12,124		\$2,265	\$132,381	\$8,487	70.0%	26.89%
21	Chiarella	Isaura O		San Diego	2.00	2	0	\$0		\$1,575	\$92,046	\$0	70.0%	
22	Corda	Cliff C		San Diego	2.95	3	2	\$2,770		\$1,553	\$90,756	\$1,939	70.0%	60.10%
23	Curling	Wilber L		San Diego	2.65	3	2	\$4,043		\$2,266	\$132,465	\$2,830	70.0%	60.01%
24	Diliberti	Guy		San Diego	3.80	4	4	\$7,384		\$2,069	\$120,938	\$5,169	70.0%	100.00%
25	Dohogne	Cameron R		San Diego	3.00	3	2	\$1,769		\$992	\$57,948	\$1,238	70.0%	60.34%
26	Dolman	Dawne X		San Diego	4.00	4	4	\$2,497		\$700	\$40,902	\$1,748	70.0%	100.00%
27	Dripps	Timmy B		San Diego	3.55	4	4	\$6,596		\$1,848	\$108,035	\$4,617	70.0%	100.00%
28	Eckerle	Dirk Q		San Diego	3.45	3	2	\$2,226		\$1,248	\$72,944	\$1,558	70.0%	100.00%
29	Ellicott	Venessa G		San Diego	3.65	4	4	\$6,435		\$1,803	\$105,395	\$4,505	70.0%	100.00%
30	Enderle	Isaiah S		San Diego	3.20	3	2	\$3,538		\$1,983	\$115,914	\$2,477	70.0%	100.00%
31	Eutsler	Alexander H		San Diego	3.50	3	2	\$3,649		\$2,045	\$119,541	\$2,554	70.0%	100.00%

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismr

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	A	B	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ		
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641		Bonus												
2															
3															
4															
5															
6															
7															
8															
9															
10															
	Last Name	First Name		Sum of Carryover (\$) \$26,405	Bonus (\$)	Carryover + Bonus (\$)	Bonus Split	Pro-Rate Bonus (%)	Remaining \$ \$0	EPI Bonus OAR Bonus Total \$0	Balance: (\$47,825)	Performance Bonus (\$)	EPI Bonus (\$)	OAR Bonus (\$)	
11															
12															
13	Albani	Jewell I		\$0	\$0	\$0						\$0			
14	Alvarenga	Mervin W		\$0	\$1,132	\$1,132	30.0%					\$1,132			
15	Armbruster	Caryn K		\$0	\$1,780	\$1,780	30.0%					\$1,780			
16	Ballam	Kris H		\$0	\$1,830	\$1,830	30.0%					\$1,830			
17	Barletta	Tomas K		\$1,479	\$1,803	\$3,282	30.0%					\$3,282			
18	Bierer	Cassie U		\$0	\$851	\$851	30.0%					\$851			
19	Buchwald	Collene L		\$0	\$0	\$0	30.0%					\$0			
20	Bularz	Kevin Q		\$6,883	\$3,637	\$10,520	30.0%					\$10,520			
21	Chiarella	Isaura O		\$0	\$0	\$0	30.0%					\$0			
22	Corda	Cliff C		\$894	\$831	\$1,725	30.0%					\$1,725			
23	Curling	Wilber L		\$1,310	\$1,213	\$2,523	30.0%					\$2,523			
24	Diliberti	Guy		\$0	\$2,215	\$2,215	30.0%					\$2,215			
25	Dohogne	Cameron R		\$564	\$531	\$1,095	30.0%					\$1,095			
26	Dolman	Dawne X		\$0	\$749	\$749	30.0%					\$749			
27	Dripps	Timmy B		\$0	\$1,979	\$1,979	30.0%					\$1,979			
28	Eckerle	Dirk Q		\$0	\$668	\$668	30.0%					\$668			
29	Ellicott	Venessa G		\$0	\$1,930	\$1,930	30.0%					\$1,930			
30	Enderle	Isaiah S		\$0	\$1,061	\$1,061	30.0%					\$1,061			
31	Eutsler	Alexander H		\$0	\$1,095	\$1,095	30.0%					\$1,095			

A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	▲
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Objectives **Pay Pool Panel** Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mism

ColA Go To:

	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	
1	Go To:											Pay Pool Fund			
2	Funding					Calc Share Value =		1.5530%				Base Salary Increase		2.2600%	
3	Objectives											Remaining GPI		1.1600%	
4	Ratings and Shares					Share Value Used=		1.5530%				Total Salary Funding		3.4200%	
5	Salary Increase					(Calculated)						Bonus		1.0000%	
6	Bonus											Total Pay Pool Funding		4.4200%	
7	Employees:														
8	70														
9	Total CY08 Base Pay:					Invalid	Invalid								
10	\$6,576,641					Avg:	Avg:	Remaining \$							
	Invalid Cells Found					3.38	2.88	\$49							
	Last Name	First Name		Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)							
11															
24	Diliberti	Guy		San Diego	3.80	4	4	\$7,384							
25	Dohogne	Cameron R		San Diego	3.00	3	2	\$1,769							
26	Dolman	Dawne X		San Diego	4.00	4	4	\$2,497							
27	Dripps	Timmy B		San Diego	3.55	4	4	\$6,596							
28	Eckerle	Dirk Q		San Diego	3.45	3	2	\$2,226							
29	Ellicott	Venessa G		San Diego	3.65	4	4	\$6,435							
30	Enderle	Isaiah S		San Diego	3.20	3	2	\$3,538							
31	Eutsler	Alexander H		San Diego	3.50	3	2	\$3,649							
32	Everheart	Barry M		San Diego	3.50	3	2	\$3,261							
33	Fedalen	Hai I		San Diego	3.50	3	2	\$3,312							
34	Flesch	Les B		San Diego	3.00	3	2	\$3,970							
35	Franceschi	Benjamin		San Diego	3.50	3	4	\$6,913							
36	Galindez	Johnathon		San Diego	4.10	4	4	\$5,465							
37	Gammons	Andera N		San Diego	3.65	4	4	\$3,856							
38	Gigantino	Francis A		San Diego	3.50	3	2	\$1,522							
39	Harvin	Man T		San Diego	3.15	3	2	\$3,221							
40	Heckendorf	Rusty U		San Diego	3.70	4	4	\$5,446							
41	Hibbetts	Seth W		San Diego	3.80	4	4	\$4,784							
42	Hieronymus	Catheryn V		San Diego	3.60	4	4	\$5,500							
43	Hogancamp	Sharon E		San Diego	3.90	4	4	\$7,933							

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	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To:		Ratings and Shares	Calc Share Value = 1.5530%					Salary Increase	Pay Pool Fund				
2	Funding			Share Value Used= 1.5530%						Base Salary Increase 2.2600%				
3	Objectives			(Calculated)						Remaining GPI 1.1600%				
4	Ratings and Shares									Total Salary Funding 3.4200%				
5	Salary Increase									Bonus 1.0000%				
6	Bonus									Total Pay Pool Funding 4.4200%				
7	Employees: 70													
8	Total CY08 Base Pay: \$6,576,641			Invalid Invalid						70.0%				
9				Avg: 3.38 Avg: 2.88 Remaining \$ \$49						Apply Default				
10	Invalid Cells Found									RRA: 1.74%				
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)		
11														
24	Diliberti	Guy	San Diego	3.80	4	4	\$7,384	\$2,069	\$120,938	\$5,169	70.0%	100.00%		
25	Dohogne	Cameron R	San Diego	3.00	3	2	\$1,769	\$992	\$57,948	\$1,238	70.0%	60.34%		
26	Dolman	Dawne X	San Diego	4.00	4	4	\$2,497	\$700	\$40,902	\$1,748	70.0%	100.00%		
27	Dripps	Timmy B	San Diego	3.55	4	4	\$6,596	\$1,848	\$108,035	\$4,617	70.0%	100.00%		
28	Eckerle	Dirk Q	San Diego	3.45	3	2	\$2,226	\$1,248	\$72,944	\$1,558	70.0%	100.00%		
29	Ellicott	Venessa G	San Diego	3.65	4	4	\$6,435	\$1,803	\$105,395	\$4,505	70.0%	100.00%		
30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,538	\$1,983	\$115,914	\$2,477	70.0%	100.00%		
31	Eutsler	Alexander H	San Diego	3.50	3	2	\$3,649	\$2,045	\$119,541	\$2,554	70.0%	100.00%		
32	Everheart	Barry M	San Diego	3.50	3	2	\$3,261	\$1,828	\$106,850	\$2,283	70.0%	100.00%		
33	Fedalen	Hai I	San Diego	3.50	3	2	\$3,312	\$1,856	\$108,510	\$2,318	70.0%	100.00%		
34	Flesch	Les B	San Diego	3.00	3	2	\$3,970	\$2,225	\$130,049	\$2,779	70.0%	99.45%		
35	Franceschi	Benjamin	San Diego	3.50	3	4	\$6,913	\$1,937	\$113,225	\$4,839	70.0%	100.00%		
36	Galindez	Johnathon	San Diego	4.10	4	1	\$5,465	\$1,531	\$89,517	\$3,826	70.0%	100.00%		
37	Gammons	Andera N	San Diego	3.65	4	2	\$3,856	\$1,081	\$63,159	\$2,699	70.0%	100.00%		
38	Gigantino	Francis A	San Diego	3.50	3	2	\$1,522	\$854	\$49,885	\$1,065	70.0%	100.00%		
39	Harvin	Man T	San Diego	3.15	3	2	\$3,221	\$1,805	\$105,530	\$2,255	70.0%	100.00%		
40	Heckendorf	Rusty U	San Diego	3.70	4	4	\$5,446	\$1,526	\$89,209	\$3,812	70.0%	100.00%		
41	Hibbetts	Seth W	San Diego	3.80	4	4	\$4,784	\$1,341	\$78,359	\$3,349	70.0%	100.00%		
42	Hieronymus	Catheryn V	San Diego	3.60	4	4	\$5,500	\$1,541	\$90,094	\$3,850	70.0%	46.13%		
43	Hogancamp	Sheron E	San Diego	3.90	4	4	\$7,933	\$2,223	\$129,940	\$5,553	70.0%	61.72%		

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	A	B	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH
1	Go To:		Ratings and Shares	Calc Share Value = 1.4940%					Salary Increase	Pay Pool Fund				
2	Funding			Share Value Used= 1.4940%						Base Salary Increase 2.2600%				
3	Objectives			(Calculated)						Remaining GPI 1.1600%				
4	Ratings and Shares									Total Salary Funding 3.4200%				
5	Salary Increase									Bonus 1.0000%				
6	Bonus									Total Pay Pool Funding 4.4200%				
7	Employees: 70													
8	Total CY08 Base Pay: \$6,576,641									70.0%				
9										Apply Default				
10														
	Last Name	First Name	Wildcard 2	Average Score	Rating	Shares	Performance Payout (\$)		RRA: 1.74%	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)
11														
27	Dripps	Timmy B		San Diego	3.55	4	4	\$6,345		\$1,848	\$108,035	\$4,442	70.0%	100.00%
28	Eckerle	Dirk Q		San Diego	3.45	3	2	\$2,142		\$1,248	\$72,944	\$1,499	70.0%	100.00%
29	Ellicott	Venessa G		San Diego	3.65	4	4	\$6,190		\$1,803	\$105,395	\$4,333	70.0%	100.00%
30	Enderle	Isaiah S		San Diego	3.20	3	2	\$3,404		\$1,983	\$115,914	\$2,383	70.0%	100.00%
31	Eutsler	Alexander H		San Diego	3.50	3	2	\$3,510		\$2,045	\$119,541	\$2,457	70.0%	100.00%
32	Everheart	Barry M		San Diego	3.50	3	2	\$3,138		\$1,828	\$106,850	\$2,197	70.0%	100.00%
33	Fedalen	Hai I		San Diego	3.50	3	2	\$3,186		\$1,856	\$108,510	\$2,230	70.0%	100.00%
34	Flesch	Les B		San Diego	3.00	3	2	\$3,819		\$2,225	\$130,049	\$2,673	70.0%	100.00%
35	Franceschi	Benjamin		San Diego	3.50	3	2	\$3,325		\$1,937	\$113,225	\$2,328	70.0%	100.00%
36	Galindez	Johnathon		San Diego	4.10	4	4	\$5,258		\$1,531	\$89,517	\$3,681	70.0%	100.00%
37	Gammons	Andera N		San Diego	3.65	4	4	\$3,709		\$1,081	\$63,159	\$2,596	70.0%	100.00%
38	Gigantino	Francis A		San Diego	3.50	3	2	\$1,465		\$854	\$49,885	\$1,026	70.0%	100.00%
39	Harvin	Man T		San Diego	3.15	3	2	\$3,099		\$1,805	\$105,530	\$2,169	70.0%	100.00%
40	Heckendorf	Rusty U		San Diego	3.70	4	4	\$5,239		\$1,526	\$89,209	\$3,667	70.0%	100.00%
41	Hibbetts	Seth W		San Diego	3.80	4	4	\$4,602		\$1,341	\$78,359	\$3,221	70.0%	100.00%
42	Hieronimus	Catheryn V		San Diego	3.60	4	4	\$5,291		\$1,541	\$90,094	\$3,704	70.0%	47.54%
43	Hogancamp	Sheron E		San Diego	3.90	4	4	\$7,632		\$2,223	\$129,940	\$5,342	70.0%	63.60%
44	Howson	Kent		San Diego	3.75	4	4	\$7,314		\$2,130	\$124,533	\$5,120	70.0%	100.00%
45	Jephson	Quincy L		DC	4.10	4	4	\$3,117		\$908	\$53,077	\$2,182	70.0%	100.00%
46	Kroells	Charitel P		DC	2.80	3	2	\$3,326		\$1,938	\$113,277	\$2,328	70.0%	100.00%

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	A	B	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM			
1	Go To:		Salary Increase						Pay Pool Fund		Funds Allocated					
2	Funding								Base Salary Increase		2.2600%	\$148,632				
3	Objectives								Remaining GPI		1.1600%	\$76,289				
4	Ratings and Shares								Total Salary Funding		3.4200%	\$224,921	2.6942%	\$177,191	Surplus/Deficit	Distribution
5	Salary Increase								Bonus		1.0000%	\$65,766	1.7251%	\$113,453	\$47,730	61.0%
6	Bonus								Total Pay Pool Funding		4.4200%	\$290,687	4.4193%	\$290,644	(\$47,687)	39.0%
7	Employees:		70													
8	Total CY08 Base Pay:		\$6,576,641						70.0%				EPI Salary		\$0	
9									Apply Default		Remaining \$		OAR Salary		\$0	
10											\$0		Total		\$0	
	Last Name	First Name		Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)	Pro-Rate Salary Increase (%)	Pro-Rated Salary Increase (\$)	EPI Salary (\$)	OAR Salary (\$)	New Base Salary (computed)			
11																
12																
13	Albani	Jewell I		\$0	\$70,847	\$0							\$70,847			
14	Alvarenga	Mervin W		\$2,115	\$123,664	\$2,542	70.0%	100.00%					\$126,206			
15	Armbruster	Caryn K		\$1,663	\$97,212	\$3,997	70.0%	100.00%					\$101,209			
16	Ballam	Kris H		\$1,709	\$99,909	\$4,108	70.0%	100.00%					\$104,017			
17	Barletta	Tomas K		\$2,245	\$131,257	\$4,047	70.0%	61.95%					\$135,304			
18	Bierer	Cassie U		\$795	\$46,477	\$1,910	70.0%	100.00%					\$48,387			
19	Buchwald	Collene L		\$1,066	\$62,282	\$0	70.0%						\$62,282			
20	Bularz	Kevin Q		\$2,265	\$132,381	\$8,164	70.0%	27.78%					\$140,545			
21	Chiarella	Isaura O		\$1,575	\$92,046	\$0	70.0%						\$92,046			
22	Corda	Cliff C		\$1,553	\$90,756	\$1,866	70.0%	61.59%					\$92,622			
23	Curling	Wilber L		\$2,266	\$132,465	\$2,723	70.0%	61.50%					\$135,188			
24	Diliberti	Guy		\$2,069	\$120,938	\$4,972	70.0%	100.00%					\$125,910			
25	Dohogne	Cameron R		\$992	\$57,948	\$1,191	70.0%	61.86%					\$59,139			
26	Dolman	Dawne X		\$700	\$40,902	\$1,681	70.0%	100.00%					\$42,583			
27	Dripps	Timmy B		\$1,848	\$108,035	\$4,442	70.0%	100.00%					\$112,477			
28	Eckerle	Dirk Q		\$1,248	\$72,944	\$1,499	70.0%	100.00%					\$74,443			
29	Ellicott	Venessa G		\$1,803	\$105,395	\$4,333	70.0%	100.00%					\$109,728			
30	Enderle	Isaiah S		\$1,983	\$115,914	\$2,383	70.0%	100.00%					\$118,297			
31	Eutsler	Alexander H		\$2,045	\$119,541	\$2,457	70.0%	100.00%					\$121,998			

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	A	B	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641		Salary Increase				Pay Pool Fund		Funds Allocated				
				Base Salary Increase2.2600%\$148,632									
				Remaining GPI1.1600%\$76,289									
				Total Salary Funding3.4200%\$224,921		2.6749%\$175,920		Surplus/Deficit			Distribution		
				Bonus1.0000%\$65,766		1.7251%\$113,453		(\$47,687)			39.2%		
6							Total Pay Pool Funding4.4200%\$290,687		4.4000%\$289,373		\$1,314		
8							70.0%				EPI Salary\$0		
9							Apply Default		Remaining \$		OAR Salary\$0		
10				RRA: 1.74%					\$1,271		Total\$0		
	Last Name	First Name		Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)	Pro-Rate Salary Increase (%)	Pro-Rated Salary Increase (\$)	EPI Salary (\$)	OAR Salary (\$)	New Base Salary (computed)
12													
13	Albani	Jewell I		\$0	\$70,847	\$0							\$70,847
14	Alvarenga	Mervin W		\$2,115	\$123,664	\$2,542	70.0%	100.00%	50.0%	\$1,271			\$124,935
15	Armbruster	Caryn K		\$1,663	\$97,212	\$3,997	70.0%	100.00%					\$101,209
16	Ballam	Kris H		\$1,709	\$99,909	\$4,108	70.0%	100.00%					\$104,017
17	Barletta	Tomas K		\$2,245	\$131,257	\$4,047	70.0%	61.95%					\$135,304
18	Bierer	Cassie U		\$795	\$46,477	\$1,910	70.0%	100.00%					\$48,387
19	Buchwald	Collene L		\$1,066	\$62,282	\$0	70.0%						\$62,282
20	Bularz	Kevin Q		\$2,265	\$132,381	\$8,164	70.0%	27.78%					\$140,545
21	Chiarella	Isaura O		\$1,575	\$92,046	\$0	70.0%						\$92,046
22	Corda	Cliff C		\$1,553	\$90,756	\$1,866	70.0%	61.59%					\$92,622
23	Curling	Wilber L		\$2,266	\$132,465	\$2,723	70.0%	61.50%					\$135,188
24	Diliberti	Guy		\$2,069	\$120,938	\$4,972	70.0%	100.00%					\$125,910
25	Dohogne	Cameron R		\$992	\$57,948	\$1,191	70.0%	61.86%					\$59,139
26	Dolman	Dawne X		\$700	\$40,902	\$1,681	70.0%	100.00%					\$42,583
27	Dripps	Timmy B		\$1,848	\$108,035	\$4,442	70.0%	100.00%					\$112,477
28	Eckerle	Dirk Q		\$1,248	\$72,944	\$1,499	70.0%	100.00%					\$74,443
29	Ellicott	Venessa G		\$1,803	\$105,395	\$4,333	70.0%	100.00%					\$109,728
30	Enderle	Isaiah S		\$1,983	\$115,914	\$2,383	70.0%	100.00%					\$118,297
31	Eutsler	Alexander H		\$2,045	\$119,541	\$2,457	70.0%	100.00%					\$121,998

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mstr

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A	B	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM
1	Go To:	Salary Increase			Pay Pool Fund			Funds Allocated				
2	Funding					Base Salary Increase	2.2600%	\$148,632				
3	Objectives					Remaining GPI	1.1600%	\$76,289				
4	Ratings and Shares					Total Salary Funding	3.4200%	\$224,921	2.6749%	\$175,920	Surplus/Deficit	Distribution
5	Salary Increase					Bonus	1.0000%	\$65,766	1.7251%	\$113,453	\$49,001	60.8%
6	Bonus					Total Pay Pool Funding	4.4200%	\$290,687	4.4000%	\$289,373	(\$47,687)	39.2%
7	Employees:											
8	70											
9	Total CY08 Base Pay:											
10	\$6,576,641											
	Last Name	First Name	Rate Range Adjustment	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)	Pro-Rate Salary Increase (%)	Pro-Rated Salary Increase (\$)	EPI Salary (\$)	OAR Salary (\$)	New Base Salary (computed)
11												
12												
13	Albani	Jewell I	\$0	\$70,847	\$0							\$70,847
14	Alvarenga	Mervin W	\$2,115	\$123,664	\$2,542	70.0%	100.00%	50.0%	\$1,271			\$124,935
15	Armbruster	Caryn K	\$1,663	\$97,212	\$3,997	70.0%	100.00%					\$101,209
16	Ballam	Kris H	\$1,709	\$99,909	\$4,108	70.0%	100.00%				\$1,000	\$105,017
17	Barletta	Tomas K	\$2,245	\$131,257	\$4,047	70.0%	61.95%					\$135,304
18	Bierer	Cassie U	\$795	\$46,477	\$1,910	70.0%	100.00%					\$48,387
19	Buchwald	Collene L	\$1,066	\$62,282	\$0	70.0%						\$62,282
20	Bularz	Kevin Q	\$2,265	\$132,381	\$8,164	70.0%	27.78%					\$140,545
21	Chiarella	Isaura O	\$1,575	\$92,046	\$0	70.0%						\$92,046
22	Corda	Cliff C	\$1,553	\$90,756	\$1,866	70.0%	61.59%					\$92,622
23	Curling	Wilber L	\$2,266	\$132,465	\$2,723	70.0%	61.50%					\$135,188
24	Diliberti	Guy	\$2,069	\$120,938	\$4,972	70.0%	100.00%					\$125,910
25	Dohogne	Cameron R	\$992	\$57,948	\$1,191	70.0%	61.86%					\$59,139
26	Dolman	Dawne X	\$700	\$40,902	\$1,681	70.0%	100.00%					\$42,583
27	Dripps	Timmy B	\$1,848	\$108,035	\$4,442	70.0%	100.00%					\$112,477
28	Eckerle	Dirk Q	\$1,248	\$72,944	\$1,499	70.0%	100.00%					\$74,443
29	Ellicott	Venessa G	\$1,803	\$105,395	\$4,333	70.0%	100.00%					\$109,728
30	Enderle	Isaiah S	\$1,983	\$115,914	\$2,383	70.0%	100.00%					\$118,297
31	Eutsler	Alexander H	\$2,045	\$119,541	\$2,457	70.0%	100.00%					\$121,998

70.0%

Apply Default

Remaining \$ \$1,271

EPI Salary \$0

OAR Salary \$1,000

Total \$1,000

Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mstr

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A	B	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS	▲
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	A	B	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641		Funds Allocated									
Surplus/Deficit				Distribution								
2.6749%			\$175,920		\$49,001		60.8%					
1.7251%			\$113,453		(\$47,687)		39.2%					
4.4000%			\$289,373		\$1,314							
8			EPI Salary		\$0		Reset Control Points					
9			OAR Salary		\$1,000							
10			Total		\$1,000		Balance: \$49,001					
	Last Name	First Name	Pro-Rated Salary Increase (\$)	EPI Salary (\$)	OAR Salary (\$)	New Base Salary (computed)	Control Point	Hit Control Point?	Allow Over Control Point?	Max for Pay Band	Hit Max for Band?	Performance Salary Increases (\$)
13	Albani	Jewell I				\$70,847	\$0	No		\$91,801	No	\$0
14	Alvarenga	Mervin W	\$1,271			\$124,935	\$127,600	No		\$133,985	No	\$1,271
15	Armbruster	Caryn K				\$101,209	\$100,000	Yes	Yes	\$133,985	No	\$3,997
16	Ballam	Kris H			\$1,000	\$105,017	\$100,000	Yes	Yes	\$133,985	No	\$4,108
17	Barletta	Tomas K				\$135,304	\$0	No	No	\$133,985	Yes	\$2,728
18	Bierer	Cassie U				\$48,387	\$0	No		\$91,801	No	\$1,910
19	Buchwald	Collene L				\$62,282	\$0	No		\$91,801	No	\$0
20	Bularz	Kevin Q				\$140,545	\$0	No		\$133,985	Yes	\$1,604
21	Chiarella	Isaura O				\$92,046	\$100,000	No		\$133,985	No	\$0
22	Corda	Cliff C				\$92,622	\$0	No		\$91,801	Yes	\$1,045
23	Curling	Wilber L				\$135,188	\$0	No		\$133,985	Yes	\$1,520
24	Diliberti	Guy				\$125,910	\$127,600	No		\$133,985	No	\$4,972
25	Dohogne	Cameron R				\$59,139	\$0	No		\$58,622	Yes	\$674
26	Dolman	Dawne X				\$42,583	\$0	No		\$58,622	No	\$1,681
27	Dripps	Timmy B				\$112,477	\$127,600	No		\$133,985	No	\$4,442
28	Eckerle	Dirk Q				\$74,443	\$0	No		\$91,801	No	\$1,499
29	Ellicott	Venessa G				\$109,728	\$127,600	No		\$133,985	No	\$4,333
30	Enderle	Isaiah S				\$118,297	\$127,600	No		\$133,985	No	\$2,383
31	Eutsler	Alexander H				\$121,998	\$127,600	No		\$133,985	No	\$2,457

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mismr

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A15fxArmbruster

	A	B	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641			Bonus									
2													
3													
4													
5													
6				Sum of									
7					Carryover (\$)								
8				\$27,476									
9				Carryover (\$)	Bonus (\$)	Carryover + Bonus (\$)	Bonus Split	Pro-Rate Bonus (%)	Remaining \$	EPI Bonus		Balance:	
10										OAR Bonus			
	Last Name	First Name								Total			
11													
12													
13	Albani	Jewell I		\$0	\$0	\$0						\$0	
14	Alvarenga	Mervin W		\$0	\$1,089	\$1,089	30.0%					\$1,089	
15	Armbruster	Caryn K		\$1,209	\$1,713	\$2,922	30.0%					\$2,922	
16	Ballam	Kris H		\$0	\$1,760	\$1,760	30.0%					\$1,760	
17	Barletta	Tomas K		\$1,319	\$1,735	\$3,054	30.0%					\$3,054	
18	Bierer	Cassie U		\$0	\$819	\$819	30.0%					\$819	
19	Buchwald	Collene L		\$0	\$0	\$0	30.0%					\$0	
20	Bularz	Kevin Q		\$6,560	\$3,499	\$10,059	30.0%					\$10,059	
21	Chiarella	Isaura O		\$0	\$0	\$0	30.0%					\$0	
22	Corda	Cliff C		\$821	\$799	\$1,620	30.0%					\$1,620	
23	Curling	Wilber L		\$1,203	\$1,167	\$2,370	30.0%					\$2,370	
24	Diliberti	Guy		\$0	\$2,131	\$2,131	30.0%					\$2,131	
25	Dohogne	Cameron R		\$517	\$510	\$1,027	30.0%					\$1,027	
26	Dolman	Dawne X		\$0	\$721	\$721	30.0%					\$721	
27	Dripps	Timmy B		\$0	\$1,903	\$1,903	30.0%					\$1,903	
28	Eckerle	Dirk Q		\$0	\$643	\$643	30.0%					\$643	
29	Ellicott	Venessa G		\$0	\$1,857	\$1,857	30.0%					\$1,857	
30	Enderle	Isaiah S		\$0	\$1,021	\$1,021	30.0%					\$1,021	
31	Eutsler	Alexander H		\$0	\$1,053	\$1,053	30.0%					\$1,053	

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mistr

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A20Bularz

	A	B	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ	
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641			Bonus										
2														
3														
4														
5														
6														
7				Sum of Carryover (\$) \$27,476										
8														
9				Carryover (\$)	Bonus (\$)	Carryover + Bonus (\$)	Bonus Split	Pro-Rate Bonus (%)	Remaining \$ \$0	EPI Bonus		Balance: (\$48,896)	EPI Bonus (\$)	
10										OAR Bonus				
	Last Name	First Name								Total				
11														
12														
13	Albani	Jewell I		\$0	\$0	\$0						\$0		
14	Alvarenga	Mervin W		\$0	\$1,089	\$1,089	30.0%					\$1,089		
15	Armbruster	Caryn K		\$1,209	\$1,713	\$2,922	30.0%					\$2,922		
16	Ballam	Kris H		\$0	\$1,760	\$1,760	30.0%					\$1,760		
17	Barletta	Tomas K		\$1,319	\$1,735	\$3,054	30.0%					\$3,054		
18	Bierer	Cassie U		\$0	\$819	\$819	30.0%					\$819		
19	Buchwald	Collene L		\$0	\$0	\$0	30.0%					\$0		
20	Bularz	Kevin Q		\$6,560	\$3,499	\$10,059	30.0%					\$10,059		
21	Chiarella	Isaura O		\$0	\$0	\$0	30.0%					\$0		
22	Corda	Cliff C		\$821	\$799	\$1,620	30.0%					\$1,620		
23	Curling	Wilber L		\$1,203	\$1,167	\$2,370	30.0%					\$2,370		
24	Diliberti	Guy		\$0	\$2,131	\$2,131	30.0%					\$2,131		
25	Dohogne	Cameron R		\$517	\$510	\$1,027	30.0%					\$1,027		
26	Dolman	Dawne X		\$0	\$721	\$721	30.0%					\$721		
27	Dripps	Timmy B		\$0	\$1,903	\$1,903	30.0%					\$1,903		
28	Eckerle	Dirk Q		\$0	\$643	\$643	30.0%					\$643		
29	Ellicott	Venessa G		\$0	\$1,857	\$1,857	30.0%					\$1,857		
30	Enderle	Isaiah S		\$0	\$1,021	\$1,021	30.0%					\$1,021		
31	Eutsler	Alexander H		\$0	\$1,053	\$1,053	30.0%					\$1,053		

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AV20 =IF(A20="", "", MAX(IF(AND(AO20="Yes", AP20="No"), AN20-M20, IF(AR20="No", AM20-M20, AQ20-M20)), 0))

	A	B	AP	AQ	AR	AS	AT	AU	AV	AW	AX	AY
1	Go To:											
2	Funding											
3	Objectives											
4	Ratings and Shares											
5	Salary Increase											
6	Bonus											
7	Employees:											
8	70											
9	Total CY08 Base Pay:											
10	\$6,576,641											
			Balance:									
			\$50,210									
	Last Name	First Name	Allow Over Control Point?	Max for Pay Band	Hit Max for Band?	Performance Salary Increase (\$)	EPI (\$)	OAR (\$)	Final Base Salary Increase (\$)	New Base Salary	New Salary in Relation to Pay Band Max	Wildca
11												
12												
13	Albani	Jewell I		\$91,801	No	\$0			\$0	\$70,847	\$20,954	
14	Alvarenga	Mervin W		\$133,985	No	\$1,271			\$3,386	\$124,935	\$9,050	
15	Armbruster	Caryn K	No	\$133,985	No	\$2,788			\$4,451	\$100,000	\$33,985	
16	Ballam	Kris H	Yes	\$133,985	No	\$4,108		\$1,000	\$6,817	\$105,017	\$28,968	
17	Barletta	Tomas K		\$133,985	Yes	\$2,728			\$4,973	\$133,985	\$0	
18	Bierer	Cassie U		\$91,801	No	\$1,910			\$2,705	\$48,387	\$43,414	
19	Buchwald	Collene L		\$91,801	No	\$0			\$1,066	\$62,282	\$29,519	
20	Bularz	Kevin Q		\$133,985	Yes	\$1,604			\$3,869	\$133,985	\$0	
21	Chiarella	Isaura O		\$133,985	No	\$0			\$1,575	\$92,046	\$41,939	
22	Corda	Cliff C		\$91,801	Yes	\$1,045			\$2,598	\$91,801	\$0	
23	Curling	Wilber L		\$133,985	Yes	\$1,520			\$3,786	\$133,985	\$0	
24	Diliberti	Guy		\$133,985	No	\$4,972			\$7,041	\$125,910	\$8,075	
25	Dohogne	Cameron R		\$58,622	Yes	\$674			\$1,666	\$58,622	\$0	
26	Dolman	Dawne X		\$58,622	No	\$1,681			\$2,381	\$42,583	\$16,039	
27	Dripps	Timmy B		\$133,985	No	\$4,442			\$6,290	\$112,477	\$21,508	
28	Eckerle	Dirk Q		\$91,801	No	\$1,499			\$2,747	\$74,443	\$17,358	
29	Ellicott	Venessa G		\$133,985	No	\$4,333			\$6,136	\$109,728	\$24,257	
30	Enderle	Isaiah S		\$133,985	No	\$2,383			\$4,366	\$118,297	\$15,688	
31	Eutsler	Alexander H		\$133,985	No	\$2,457			\$4,502	\$121,998	\$11,987	

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AN1

	A	B	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AC	
1	Go To: Funding Objectives Ratings and Shares Salary Increase Bonus Employees: 70 Total CY08 Base Pay: \$6,576,641		Pay Pool Fund			Funds Allocated								
Base Salary Increase2.2600%			\$148,632											
Remaining GPI1.1600%			\$76,289											
Total Salary Funding3.4200%			\$224,921		2.6565%		\$174,711		Surplus/Deficit \$50,210		Distribution 60.4%			
Bonus1.0000%			\$65,766		1.7435%		\$114,662		(\$48,896)		39.6%			
Total Pay Pool Funding4.4200%			\$290,687		4.4000%		\$289,373		\$1,314					
8			70.0%					EPI Salary \$0				Reset Control Points		
9			Apply Default					Remaining \$ \$1,271		OAR Salary \$1,000				
10								Total \$1,000						
	Last Name	First Name	Current Base Salary + RRA	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)	Pro-Rate Salary Increase (%)	Pro-Rated Salary Increase (\$)	EPI Salary (\$)	OAR Salary (\$)	New Base Salary (computed)	Control Point	Hit Cor Point	
11														
12														
13	Albani	Jewell I	\$70,847	\$0							\$70,847	\$0	No	
14	Alvarenga	Mervin W	\$123,664	\$2,542	70.0%	100.00%	50.0%	\$1,271			\$124,935	\$127,600	No	
15	Armbruster	Caryn K	\$97,212	\$3,997	70.0%	60.37%					\$101,209	\$100,000	Yes	
16	Ballam	Kris H	\$99,909	\$4,108	70.0%	100.00%				\$1,000	\$105,017	\$100,000	Yes	
17	Barletta	Tomas K	\$131,257	\$4,047	70.0%	61.95%					\$135,304	\$0	No	
18	Bierer	Cassie U	\$46,477	\$1,910	70.0%	100.00%					\$48,387	\$0	No	
19	Buchwald	Collene L	\$62,282	\$0	70.0%						\$62,282	\$0	No	
20	Bularz	Kevin Q	\$132,381	\$8,164	70.0%	27.78%					\$140,545	\$0	No	
21	Chiarella	Isaura O	\$92,046	\$0	70.0%						\$92,046	\$100,000	No	
22	Corda	Cliff C	\$90,756	\$1,866	70.0%	61.59%					\$92,622	\$0	No	
23	Curling	Wilber L	\$132,465	\$2,723	70.0%	61.50%					\$135,188	\$0	No	
24	Diliberti	Guy	\$120,938	\$4,972	70.0%	100.00%					\$125,910	\$127,600	No	
25	Dohogne	Cameron R	\$57,948	\$1,191	70.0%	61.86%					\$59,139	\$0	No	
26	Dolman	Dawne X	\$40,902	\$1,681	70.0%	100.00%					\$42,583	\$0	No	
27	Dripps	Timmy B	\$108,035	\$4,442	70.0%	100.00%					\$112,477	\$127,600	No	
28	Eckerle	Dirk Q	\$72,944	\$1,499	70.0%	100.00%					\$74,443	\$0	No	
29	Ellicott	Venessa G	\$105,395	\$4,333	70.0%	100.00%					\$109,728	\$127,600	No	
30	Enderle	Isaiah S	\$115,914	\$2,383	70.0%	100.00%					\$118,297	\$127,600	No	
31	Eutsler	Alexander H	\$119,541	\$2,457	70.0%	100.00%					\$121,998	\$127,600	No	

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Funding Summary

AF	AG	AH	AI	AJ	AK	AL	AM
Pay Pool Fund				Funds Allocated			
Base Salary Increase		2.2600%	\$148,632				
Remaining GPI		1.1600%	\$76,289				
Total Salary Funding		3.4200%	\$224,921	2.6565%	\$174,711	\$50,210	60.4%
Bonus		1.0000%	\$65,766	1.7435%	\$114,662	(\$48,896)	39.6%
Total Pay Pool Funding		4.4200%	\$290,687	4.4000%	\$289,373	\$1,314	

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Pay Pool Statistics													
2	Wildcard Stats by:													
3			Refresh Wildcard			Average	Average	Number of	Employees	Employees	Employees			
4					Rating	Shares	Employees	Rated	Assigned	Payout	Average			
5									Shares	Eligible	Payout			
6					Overall Pay Pool	3.52	3.01	70	69	69	69	\$4,212		
7	Rating Official													
8														
9			Baldo, Coreen M		3.80	3.60	10	10	10	10	\$3,144			
10			Escovedo, Delmar M		3.00	2.00	4	4	4	4	\$3,216			
11			Espenshade, Dudley C		3.00	2.00	2	2	2	2	\$2,678			
12			Hanshaw, Carolyn X		3.50	3.00	2	2	2	2	\$5,005			
13			Haymaker, Esmeralda P		3.69	3.31	13	13	13	13	\$4,768			
14			Howson, Kent		3.20	2.40	5	5	5	5	\$4,159			
15			Isham, Leslie Q		4.00	4.00	2	2	2	2	\$6,028			
16			M2MDEFAULT, Army A		3.44	2.88	16	16	16	16	\$4,371			
17			Old, Ed K		3.00	2.00	4	4	4	4	\$3,000			
18			Pigman, Emory U		3.67	3.33	3	3	3	3	\$4,723			
19			Soileau, Tyron O		3.67	3.33	3	3	3	3	\$4,923			
20			Tupick, Harland K		4.00	3.50	2	2	2	2	\$3,984			
21			Weckhorst, Graham W		3.67	3.33	3	3	3	3	\$5,765			
22			Zembower, Junior N				1	0	0	0				
23														
24	Sub-Panel Manager													
25														
26														
27	Wildcard Column													
28														
29														
30														
31														
32	Statistics are for pay pool use only. Do not release without pay pool manager approval.													

ObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCombo ChartSalary MarkersRecord Mism

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Pay Pool Statistics

Wildcard 2 

Refresh Wildcard

Average Rating	Average Shares	Number of Employees	Employees Rated	Employees Assigned Shares	Employees Payout Eligible	Average Payout
----------------	----------------	---------------------	-----------------	---------------------------	---------------------------	----------------

Overall Pay Pool	3.52	3.01	70	69	69	69	\$4,212
------------------	------	------	----	----	----	----	---------

Rating Official

Baldo, Coreen M	3.80	3.60	10	10	10	10	\$3,144
Escovedo, Delmar M	3.00	2.00	4	4	4	4	\$3,216
Espenshade, Dudley C	3.00	2.00	2	2	2	2	\$2,678
Hanshaw, Carolyn X	3.50	3.00	2	2	2	2	\$5,005
Haymaker, Esmeralda P	3.69	3.31	13	13	13	13	\$4,768
Howson, Kent	3.20	2.40	5	5	5	5	\$4,159
Isham, Leslie Q	4.00	4.00	2	2	2	2	\$6,028
M2MDEFAULT, Army A	3.44	2.88	16	16	16	16	\$4,371
Old, Ed K	3.00	2.00	4	4	4	4	\$3,000
Pigman, Emory U	3.67	3.33	3	3	3	3	\$4,723
Soileau, Tyron O	3.67	3.33	3	3	3	3	\$4,923
Tupick, Harland K	4.00	3.50	2	2	2	2	\$3,984
Weckhorst, Graham W	3.67	3.33	3	3	3	3	\$5,765
Zembower, Junior N			1	0	0	0	

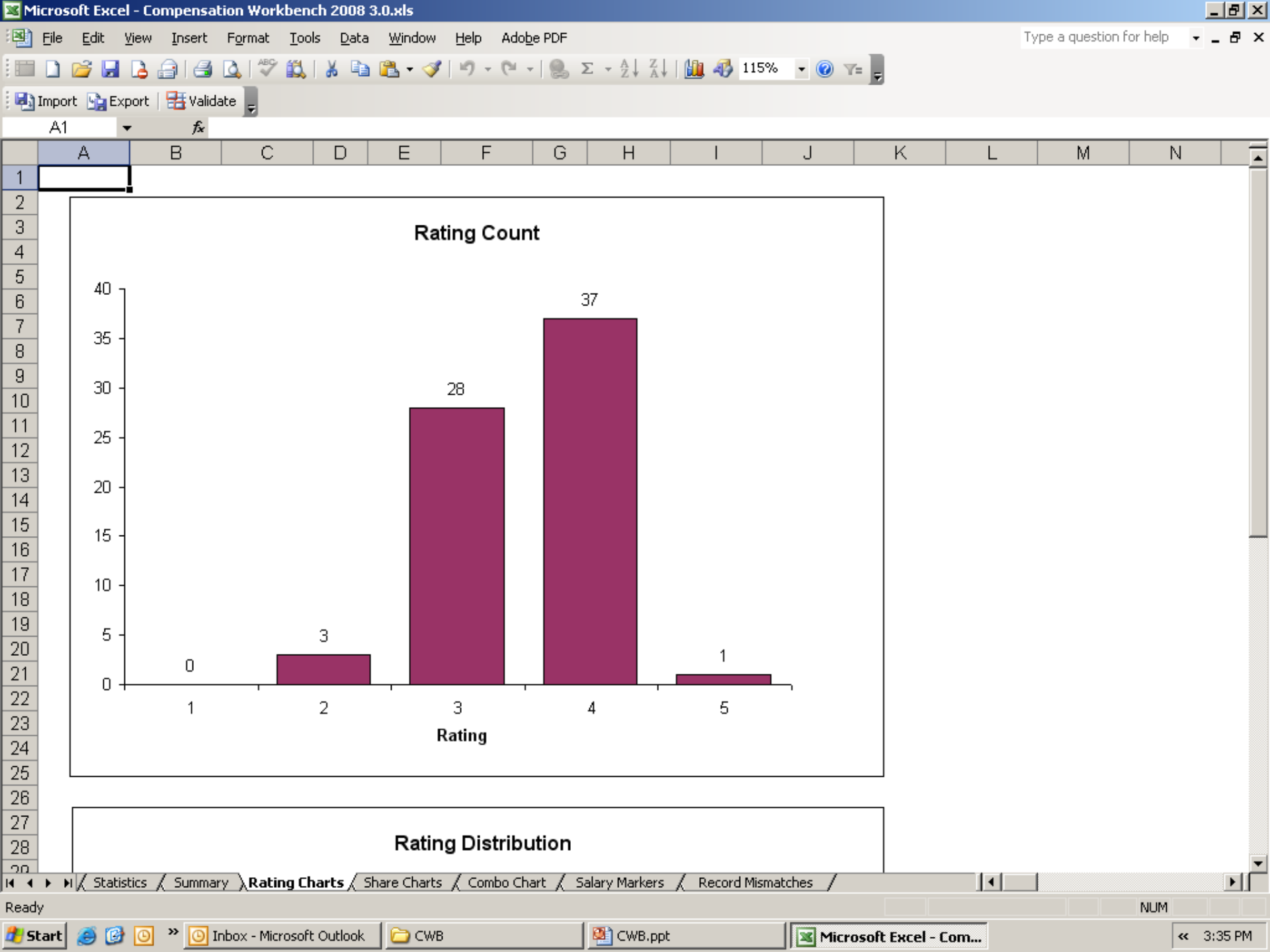
Sub-Panel Manager

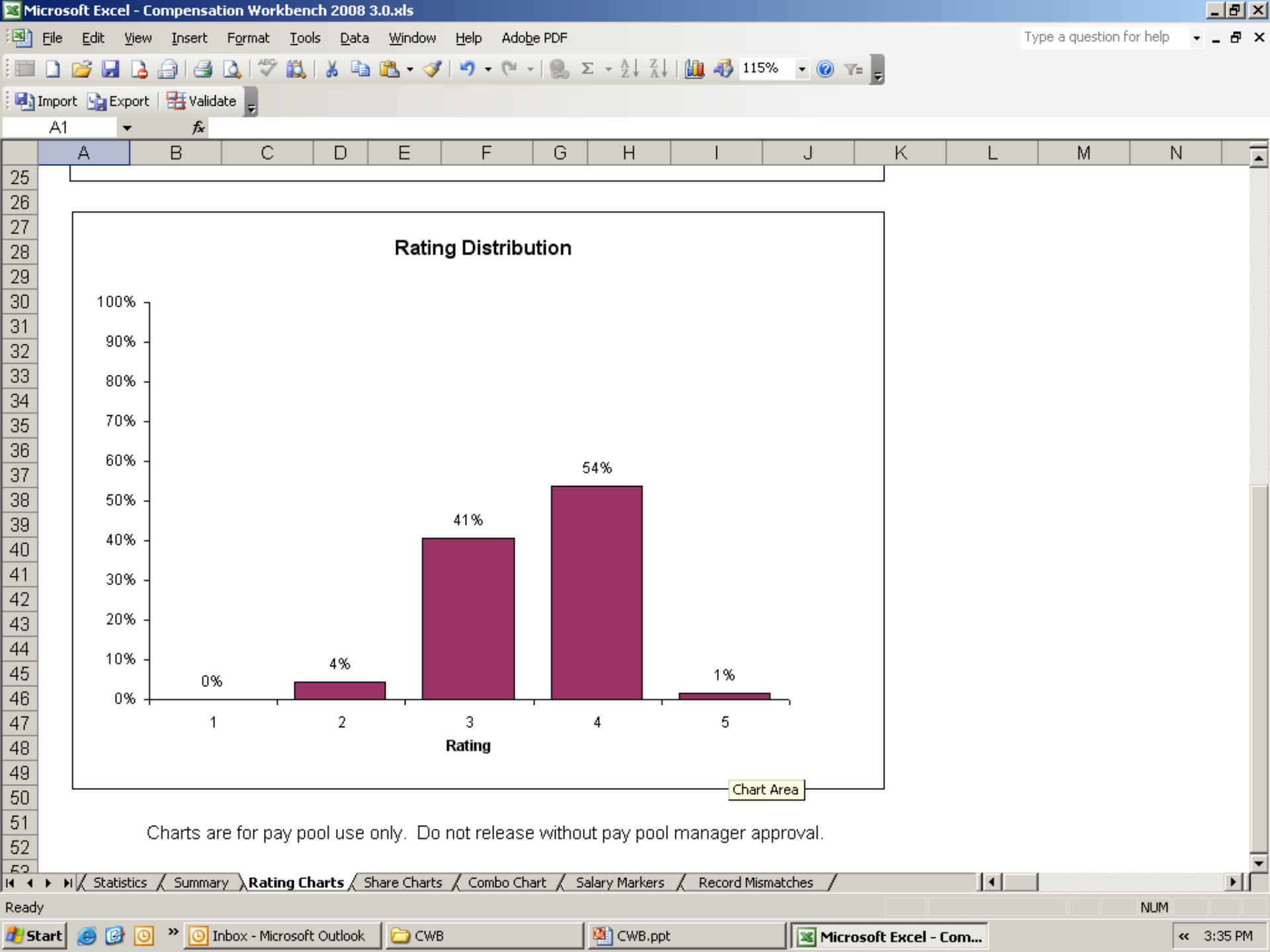
Wildcard 2 Column

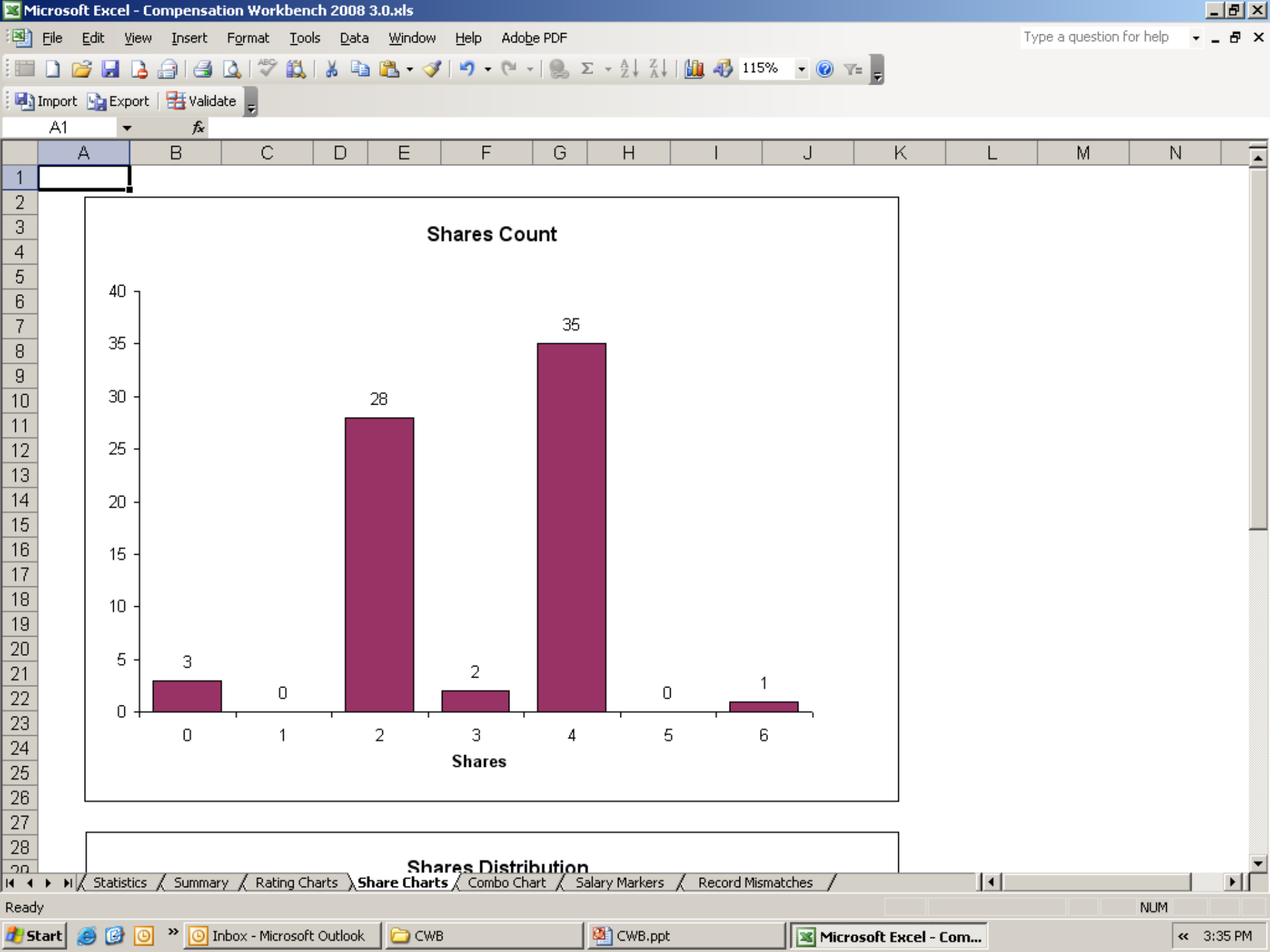
DC	3.55	3.08	39	38	38	38	\$4,180
San Diego	3.48	2.94	31	31	31	31	\$4,252

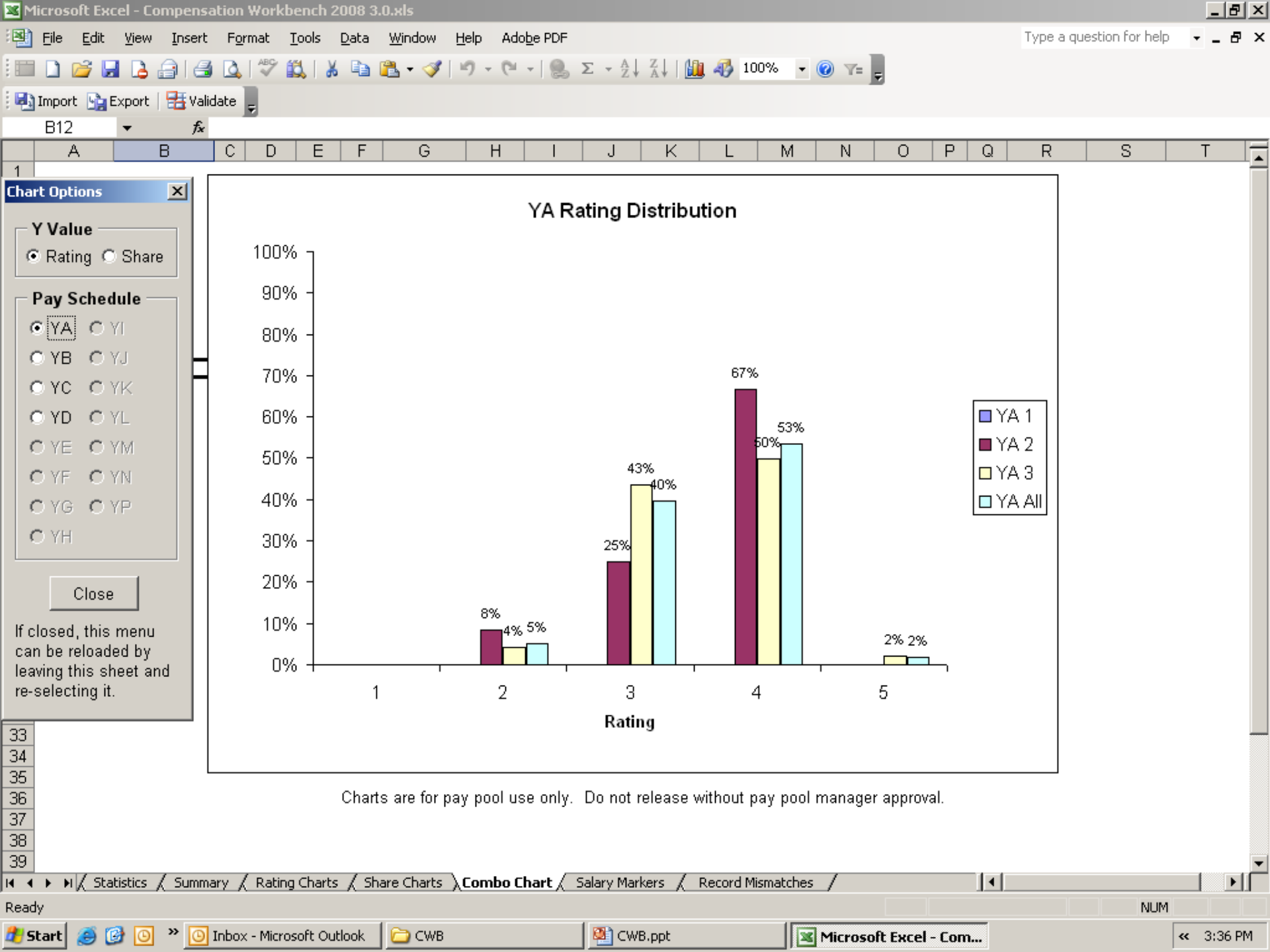


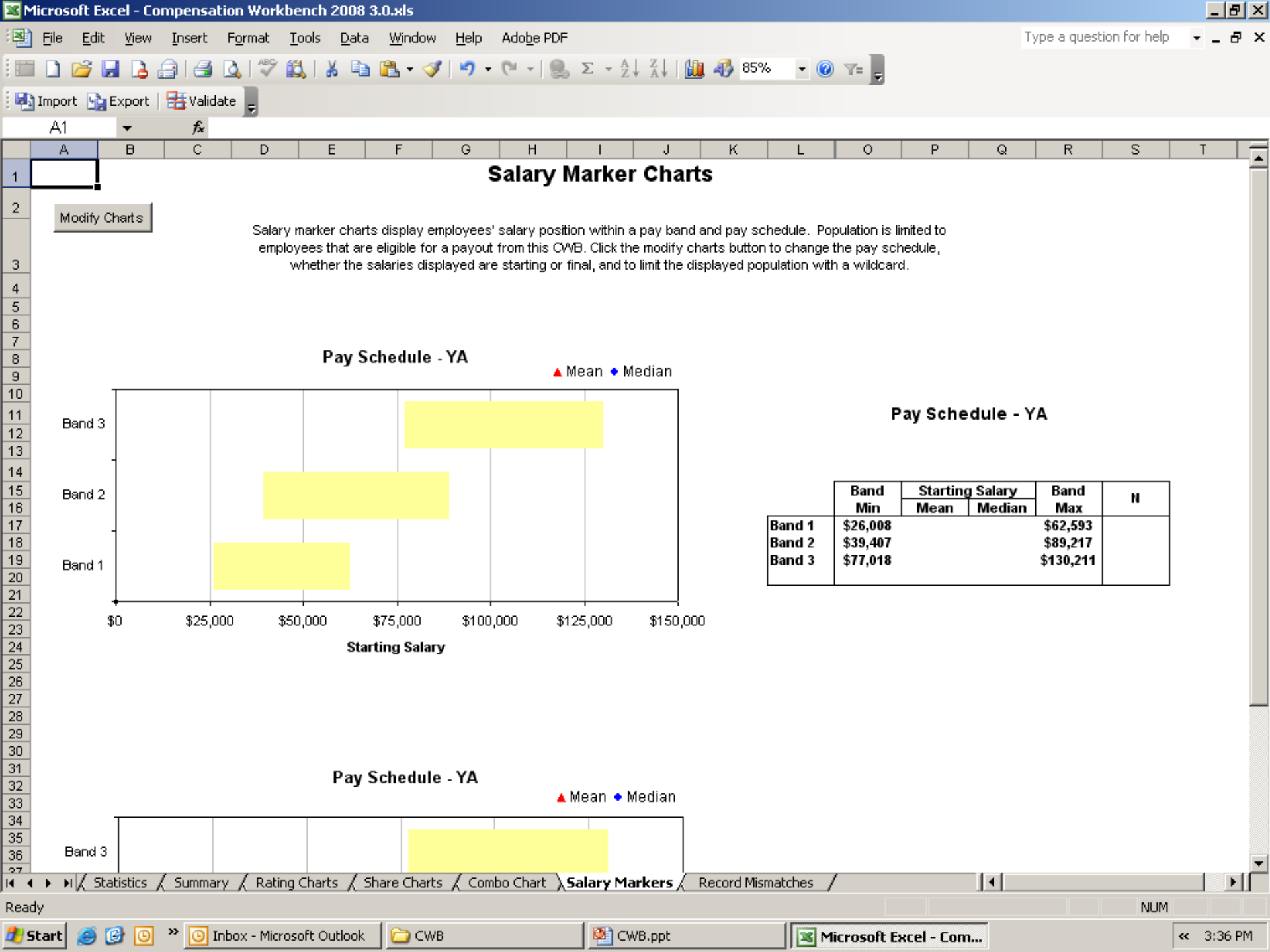
A1																	
	A	B	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	Last Name	First Name	Pay Sched ule	Pay Band	Occ Code	Wildcard	End Cycle Base Salary	Rating Official	Sub Pay Pool Manager	Rating	Shares	Performance Payout (\$)	Salary Increase Split (%)	Perform ance Salary Increase (\$)	Perform ance Increase %	Bonus Split	Perfo mance Bonu (\$)
2																	
3																	
4	Armbruster	Caryn K	YA	3	346		\$95,549	Isham, Leslie Q	0	4	4	\$5,710	70.0%	\$2,788	2.92%	30.0%	\$2,92
5	Ballam	Kris H	YA	3	346		\$98,200	Old, Ed K	0	4	4	\$5,868	70.0%	\$4,108	4.18%	30.0%	\$1,76
6	Chiarella	Isaura O	YA	3	346		\$90,471	Old, Ed K	0	2	0	\$0	70.0%	\$0	0.00%	30.0%	\$0
7	Dripps	Timmy B	YA	3	346		\$106,187	Isham, Leslie Q	0	4	4	\$6,345	70.0%	\$4,442	4.18%	30.0%	\$1,90
8	Kroells	Chantel P	YA	3	346		\$111,339	Old, Ed K	0	3	2	\$3,326	70.0%	\$2,328	2.09%	30.0%	\$998
9	Popescu	William Q	YA	3	346		\$93,974	Old, Ed K	0	3	2	\$2,807	70.0%	\$1,965	2.09%	30.0%	\$842
10	Alvarenga	Mervin W	YA	3	301		\$121,549	Escovedo, Delma	0	3	2	\$3,631	70.0%	\$1,271	1.05%	30.0%	\$1,08
11	Corda	Cliff C	YA	2	301		\$89,203	Pigman, Emory U	0	3	2	\$2,665	70.0%	\$1,045	1.17%	30.0%	\$1,62
12	Everheart	Barry M	YA	3	301		\$105,022	Escovedo, Delma	0	3	2	\$3,138	70.0%	\$2,197	2.09%	30.0%	\$941
13	Fedalen	Hai I	YA	3	301		\$106,654	Escovedo, Delma	0	3	2	\$3,186	70.0%	\$2,230	2.09%	30.0%	\$956
14	Mormon	Monty O	YA	3	301		\$97,314	Escovedo, Delma	0	3	2	\$2,907	70.0%	\$2,035	2.09%	30.0%	\$872
15	Occhipinti	Levi P	YB	2	318		\$42,002	Tupick, Harland K	0	4	3	\$1,882	70.0%	\$1,317	3.14%	30.0%	\$565
16	Scheffer	Louis S	YA	3	301		\$99,127	Pigman, Emory U	0	4	4	\$5,923	70.0%	\$4,146	4.18%	30.0%	\$1,77
17	Stiebel	Kelley X	YA	3	301		\$93,387	Pigman, Emory U	0	4	4	\$5,580	70.0%	\$3,906	4.18%	30.0%	\$1,67
18	Strength	Lorita M	YA	3	301		\$101,835	Tupick, Harland K	0	4	4	\$6,085	70.0%	\$4,260	4.18%	30.0%	\$1,82
19	Tupick	Harland K	YA	3	301		\$111,355	M2MDEFAULT, Ar	0	3	2	\$3,327	70.0%	\$2,329	2.09%	30.0%	\$998
20	Barletta	Tomas K	YC	3	1102		\$129,012	Haymaker, Esmer	0	4	3	\$5,782	70.0%	\$2,728	2.11%	30.0%	\$3,05
21	Bularz	Kevin Q	YA	3	1102		\$130,116	Haymaker, Esmer	0	5	6	\$11,663	70.0%	\$1,604	1.23%	30.0%	\$10,05
22	Enderle	Isaiah S	YA	3	1102		\$113,931	Haymaker, Esmer	0	3	2	\$3,404	70.0%	\$2,383	2.09%	30.0%	\$1,02
23	Eutsler	Alexander H	YA	3	1150		\$117,496	Howson, Kent	0	3	2	\$3,510	70.0%	\$2,457	2.09%	30.0%	\$1,05
24	Franceschi	Benjamin	YA	3	301		\$111,288	Howson, Kent	0	3	2	\$3,325	70.0%	\$2,328	2.09%	30.0%	\$997
25	Galindez	Johnathon	YA	3	1102		\$87,986	Haymaker, Esmer	0	4	4	\$5,258	70.0%	\$3,681	4.18%	30.0%	\$1,57
26	Heckendorf	Rusty U	YA	3	1102		\$87,683	Haymaker, Esmer	0	4	4	\$5,239	70.0%	\$3,667	4.18%	30.0%	\$1,57
27	Hibbetts	Seth W	YA	3	1102		\$77,018	Haymaker, Esmer	0	4	4	\$4,602	70.0%	\$3,221	4.18%	30.0%	\$1,38
28	Hogancamp	Sheron E	YA	3	1102		\$127,717	M2MDEFAULT, Ar	0	4	4	\$7,632	70.0%	\$4,045	3.17%	30.0%	\$3,58
29	Howson	Kent	YA	3	301		\$122,403	M2MDEFAULT, Ar	0	4	4	\$7,314	70.0%	\$5,120	4.18%	30.0%	\$2,19
30	Jephson	Quincy L	YB	2	303		\$52,169	M2MDEFAULT, Ar	0	4	4	\$3,117	70.0%	\$2,182	4.18%	30.0%	\$935













Import Export Validate

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A B C D E F G H I J K L O P Q R S T

Salary Marker Choices

Chart 1 Chart 2

Step 1: Select a Pay Schedule to Display

Standard ☒ YA ☐ YB ☐ YC ☐ YPScientific and Engineering ☐ YD ☐ YE ☐ YFMedical ☐ YG ☐ YH ☐ YI ☐ YJInvestigative and Protective Svcs ☐ YK ☐ YL ☐ YM ☐ YN

Step 2: Select Starting or Final Salary

☒ Starting Salary☐ Final Salary

Step 3: (Optional) Select a Wildcard Column

Wildcard Column None

Create Chart

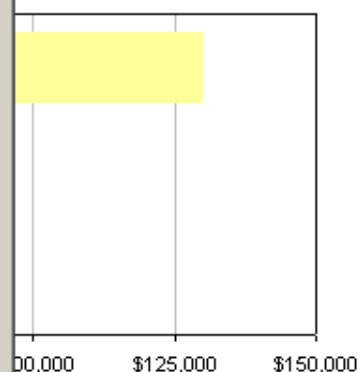
Clear Chart

Close

Salary Marker Charts

es' salary position within a pay band and pay schedule. Population is limited to out from this CWB. Click the modify charts button to change the pay schedule, are starting or final, and to limit the displayed population with a wildcard.

▲ Mean ◆ Median



Pay Schedule - YA

	Band Min	Starting Salary		Band Max	H
		Mean	Median		
Band 1	\$26,008			\$62,593	
Band 2	\$39,407			\$89,217	
Band 3	\$77,018			\$130,211	

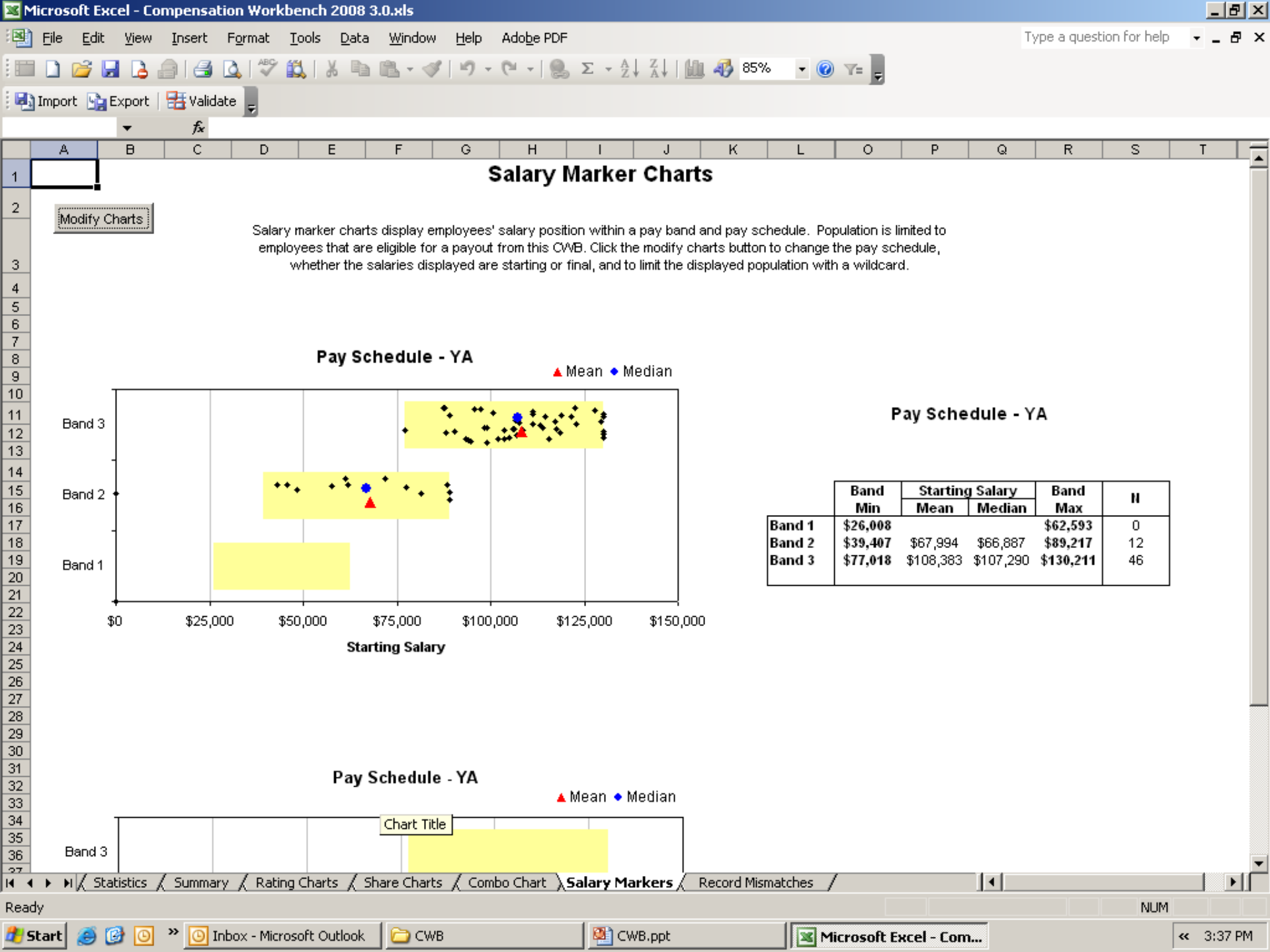
▲ Mean ◆ Median



Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

Ready

NUM





Import Export Validate

Chart Area

A B C D E F G H I J K L O P Q R S T

Salary Marker Choices

Chart 1 Chart 2

Step 1: Select a Pay Schedule to Display

Standard ☒ YA ☐ YB ☐ YC ☐ YPScientific and Engineering ☐ YD ☐ YE ☐ YFMedical ☐ YG ☐ YH ☐ YI ☐ YJInvestigative and Protective Svcs ☐ YK ☐ YL ☐ YM ☐ YN

Step 2: Select Starting or Final Salary

☐ Starting Salary☒ Final Salary

Step 3: (Optional) Select a Wildcard Column

Wildcard Column None

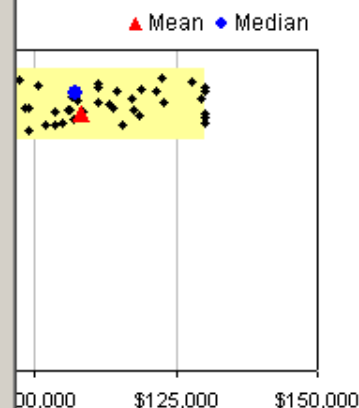
Create Chart

Clear Chart

Close

Salary Marker Charts

es' salary position within a pay band and pay schedule. Population is limited to
out from this CWB. Click the modify charts button to change the pay schedule,
are starting or final, and to limit the displayed population with a wildcard.



Pay Schedule - YA

	Band Min	Starting Salary		Band Max	N
		Mean	Median		
Band 1	\$26,008			\$62,593	0
Band 2	\$39,407	\$67,994	\$66,887	\$89,217	12
Band 3	\$77,018	\$108,383	\$107,290	\$130,211	46

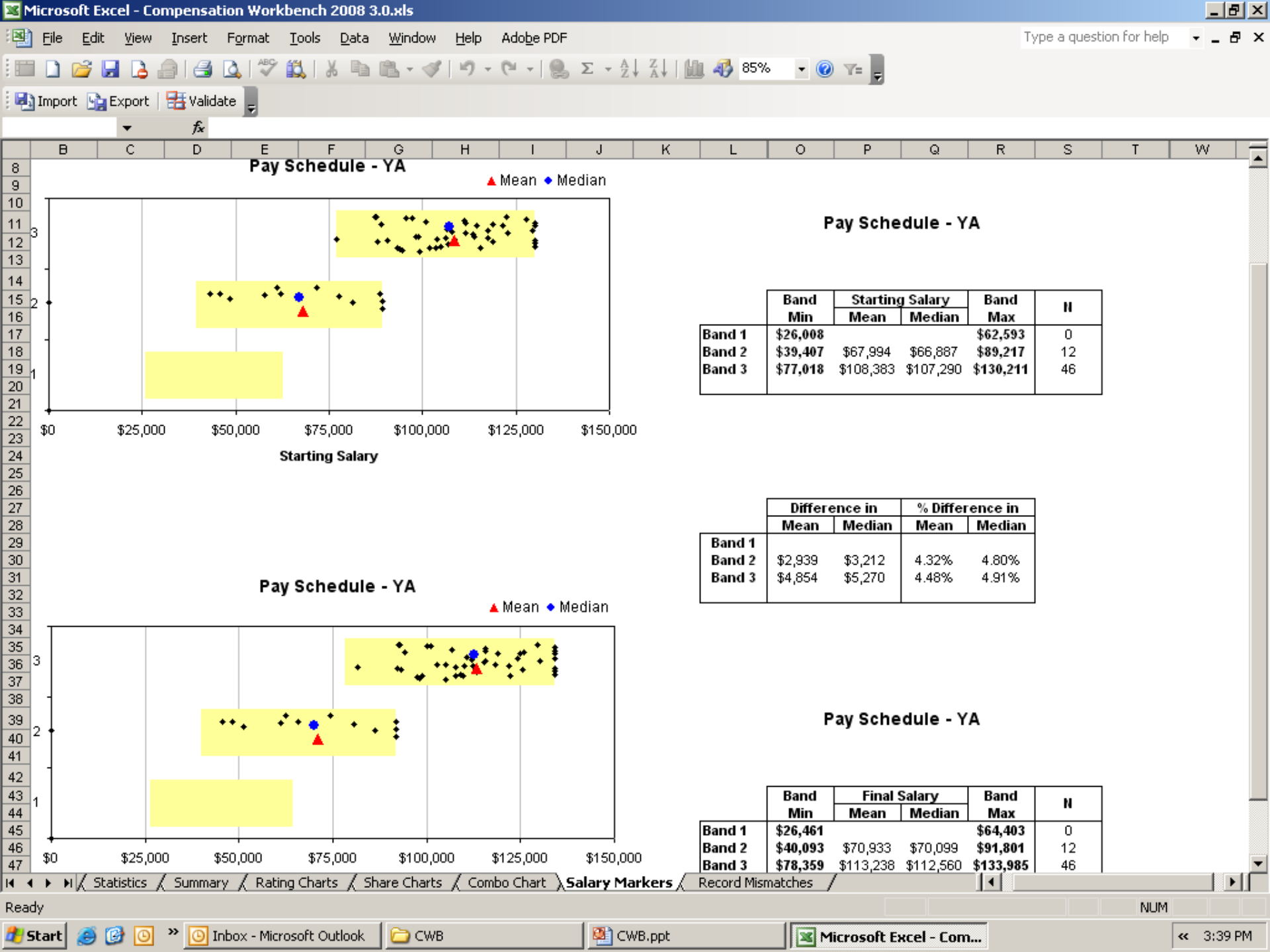
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36
37

Band 3

Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

Ready

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Import Export Validate

A B C D E F G H I J K L O P Q R S T

Salary Marker Choices

Chart 1 Chart 2

Step 1: Select a Pay Schedule to Display

Standard ☒ YA ☐ YB ☐ YC ☐ YPScientific and Engineering ☐ YD ☐ YE ☐ YFMedical ☐ YG ☐ YH ☐ YI ☐ YJInvestigative and Protective Svcs ☐ YK ☐ YL ☐ YM ☐ YN

Step 2: Select Starting or Final Salary

☒ Starting Salary☐ Final Salary

Step 3: (Optional) Select a Wildcard Column

Wildcard Column None

None
Wildcard 1
Wildcard 2

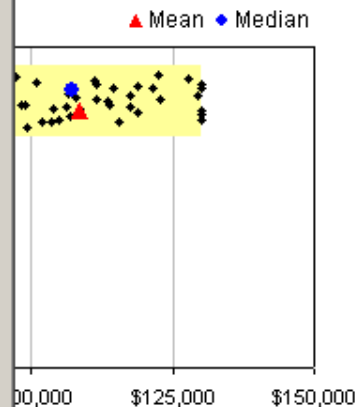
Create Chart

Clear Chart

Close

Salary Marker Charts

es' salary position within a pay band and pay schedule. Population is limited to out from this CWB. Click the modify charts button to change the pay schedule, are starting or final, and to limit the displayed population with a wildcard.



Pay Schedule - YA

	Band Min	Starting Salary		Band Max	N
		Mean	Median		
Band 1	\$26,008			\$62,593	0
Band 2	\$39,407	\$67,994	\$66,887	\$89,217	12
Band 3	\$77,018	\$108,383	\$107,290	\$130,211	46

	Difference in		% Difference in	
	Mean	Median	Mean	Median
Band 1				
Band 2	\$2,939	\$3,212	4.32%	4.80%
Band 3	\$4,854	\$5,270	4.48%	4.91%



Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

Ready

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Import Export Validate

A B C D E F G H I J K L O P Q R S T

Salary Marker Choices

Chart 1 Chart 2

Step 1: Select a Pay Schedule to Display

Standard ☒ YA ☐ YB ☐ YC ☐ YPScientific and Engineering ☐ YD ☐ YE ☐ YFMedical ☐ YG ☐ YH ☐ YI ☐ YJInvestigative and Protective Svcs ☐ YK ☐ YL ☐ YM ☐ YN

Step 2: Select Starting or Final Salary

☒ Starting Salary☐ Final Salary

Step 3: (Optional) Select a Wildcard Column

Wildcard Column Wildcard 2

Wildcard Value

DC

San Diego

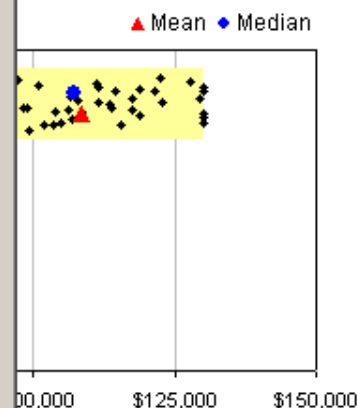
Create Chart

Clear Chart

Close

Salary Marker Charts

es' salary position within a pay band and pay schedule. Population is limited to out from this CWB. Click the modify charts button to change the pay schedule, are starting or final, and to limit the displayed population with a wildcard.



Pay Schedule - YA

	Band Min	Starting Salary		Band Max	N
		Mean	Median		
Band 1	\$26,008			\$62,593	0
Band 2	\$39,407	\$67,994	\$66,887	\$89,217	12
Band 3	\$77,018	\$108,383	\$107,290	\$130,211	46

	Difference in		% Difference in	
	Mean	Median	Mean	Median
Band 1				
Band 2	\$2,939	\$3,212	4.32%	4.80%
Band 3	\$4,854	\$5,270	4.48%	4.91%

35 Band 3

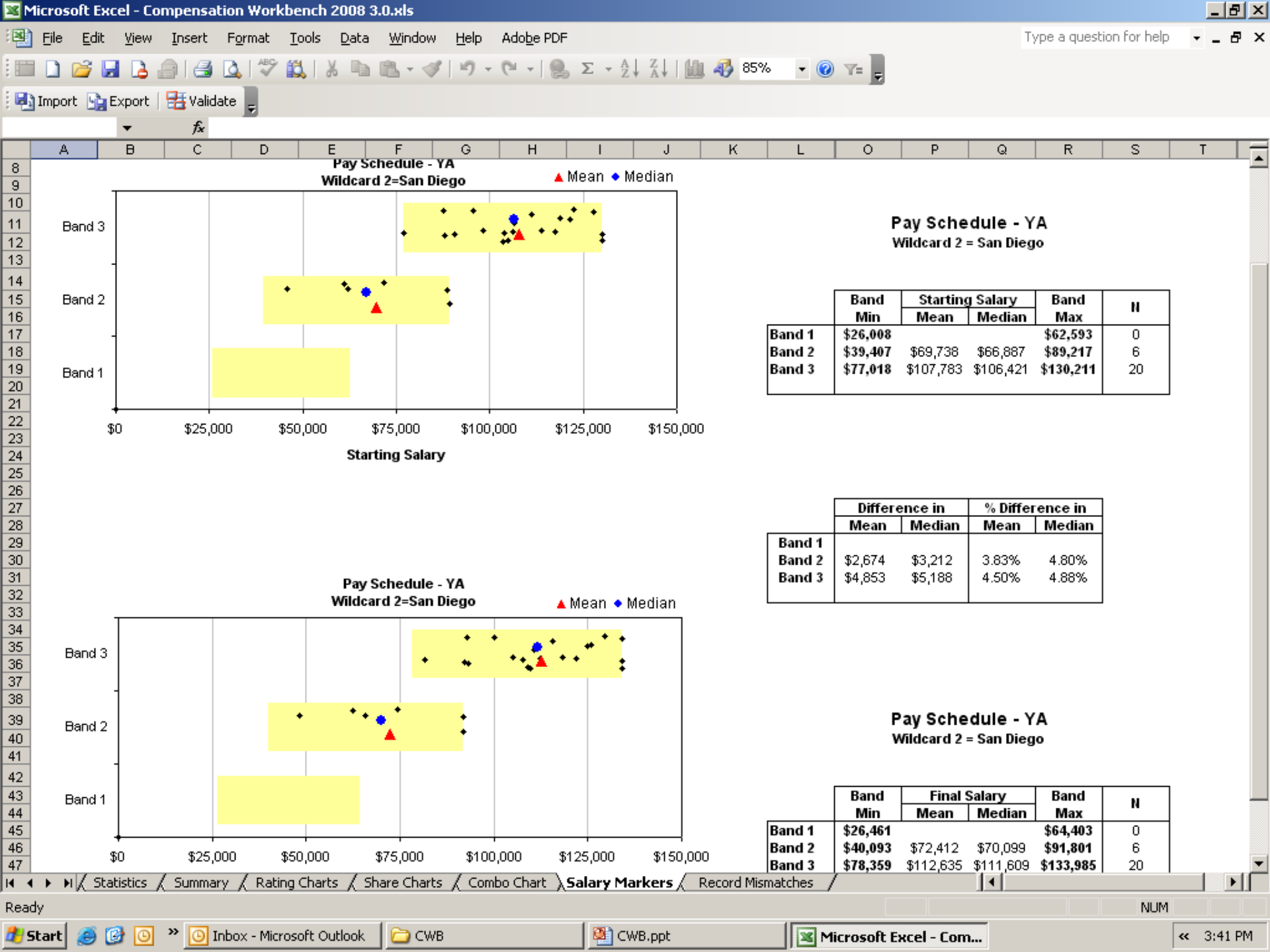
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Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

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Microsoft Excel - Compensation Workbench 2008 3.0.xls

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Mismatches between the data downloaded from the PAA and the data contained in the CWB are highlighted

Last Name	First Name	Employee ID	Rating Official	PAA Average Score	PAA Rating	CWB Average Score	CWB Rating
Armbruster	Caryn K	466945	Isham, Leslie Q	3.95	4	3.95	4
Ballam	Kris H	466965	Old, Ed K	4.00	4	4.00	4
Chiarella	Isaura O	464566	Old, Ed K	3.20	3	2.00	2
Dripps	Timmy B	464383	Isham, Leslie Q	3.55	4	3.55	4
Kroells	Chantel P	467176	Old, Ed K	2.80	3	2.80	3
Popescu	William Q	467009	Old, Ed K	2.60	3	2.60	3
Alvarenga	Mervin W	466710	Escovedo, Delmar M	3.75	4	3.15	3
Corda	Cliff C	467162	Pigman, Emory U	2.95	3	2.95	3
Everheart	Barry M	466887	Escovedo, Delmar M	3.50	3	3.50	3
Fedalen	Hai I	467390	Escovedo, Delmar M	3.50	3	3.50	3
Mormon	Monty O	466930	Escovedo, Delmar M	3.20	3	3.20	3
Occhipinti	Levi P	466860	Tupick, Harland K	3.65	4	3.90	4
Scheffer	Louis S	466904	Pigman, Emory U	4.00	4	4.00	4
Stiebel	Kelley X	467630	Pigman, Emory U	3.90	4	3.90	4
Strength	Lorita M	467188	Tupick, Harland K	3.60	4	3.60	4
Tupick	Harland K	468210	M2MDEFAULT, Army A	3.50	3	3.50	3
Barletta	Tomas K	465566	Haymaker, Esmeralda	3.50	3	4.00	4
Bularz	Kevin Q	466486	Haymaker, Esmeralda	4.70	5	4.70	5
Enderle	Isaiah S	466736	Haymaker, Esmeralda	3.20	3	3.20	3
Eutsler	Alexander H	466855	Howson, Kent	3.50	3	3.50	3
Francischi	Benjamin	467627	Howson, Kent	2.80	4	2.50	2

Statistics Summary Rating Charts Share Charts Combo Chart Salary Markers Record Mismatches

NUM

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Step 6: Reconcile the share value and payout distributions with your pay pool budget. The calculated share value will calculate real time in both the funding worksheet and in cell AB2 in the Pay Pool Panel worksheet. In the funding worksheet, you can select which share value is used to calculate the payouts. For example, if estimated share value is selected, the estimated share value is used to calculate each employee's payout. If the calculated share value is selected, the calculated share value is used to calculate each employee's payout.

Step 7: ☐ **Certify**

Step 8: Ensure all ratings in the Performance Appraisal Application match the final ratings in the spreadsheet. Mismatches are highlighted in the Record Mismatches worksheet.

Step 9: [Export Employee Data](#) and upload back to DCPDS.

Step 10: [Generate Employee Notices](#) (addendum to the DD2906) Employee notices will be generated in the order in which they appear in the Pay Pool Panel worksheet. If filters have been set, notices will only be generated for visible employees.

☐ **Include detailed objective information on 2906 addendum**

Notes and Special Features:

One of the new features for the 2008 cycle is the sheet Salary Markers. This sheet contains two charts that have the flexibility to plot starting and ending salaries for a selected pay schedule.

The Statistics sheet now has the ability to generate Wildcard statistics on **any** of the five wildcard columns on the Pay Pool tab.

For the 2008 cycle, an estimation for GPI is built into the spreadsheet. This will provide full 2009 pay maxes, as seen on the Control Points sheet, as well as the Rate Range Adjustment employees will receive in January.

The 2906 addendum contains new data fields to include Rating Official and Performance Review Authority. It is also possible to print employee's objective ratings, weights and contributing factors on the 2906 addendum. There is a checkbox on this sheet in row 17 that when checked, will add the objective information to the bottom of the 2906 addendum.

Instructions Funding Control Points Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Corr

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Step 6:

Reconcile the share value and payout distributions with your pay pool budget. The calculated share value will calculate real time in both the funding worksheet and in cell AB2 in the Pay Pool Panel worksheet. In the funding worksheet, you can select which share value is used to calculate the payouts. For example, if estimated share value is selected, the estimated share value is used to calculate each employee's payout. If the calculated share value is selected, the calculated share value is used to calculate each employee's payout.

Step 7:

☒ Certify

Step 8:

Ensure all ratings in the Performance Appraisal Application match the final ratings in the spreadsheet. Mismatches are highlighted in the Record Mismatches worksheet.

Step 9:

[Export Employee Data](#) and upload

Step 10:

[Generate Employee Notices](#) (add the order in which they appear in the will only be generated for visible employees)
☐ Include detailed objective information

Certify

?

You are certifying your payroll with an Element 2 value of 1.1600% and a GPI value of 2.90%.
Do you wish to continue?

Yes

No

Notes and Special Features:

One of the new features for the 2008 cycle is the sheet Salary Markers. This sheet contains two charts that have the flexibility to plot starting and ending salaries for a selected pay schedule.

The Statistics sheet now has the ability to generate Wildcard statistics on **any** of the five wildcard columns on the Pay Pool tab.

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Instructions

Funding

Control Points

Objectives

Pay Pool Panel

Statistics

Summary

Rating Charts

Share Charts

Corr

Ready

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Microsoft Excel - Microsoft Workbench 2008 3.0.xls

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=IF(OR(ISBLANK(\$A32),\$CJ32="No"),"",IF(AND(\$CK32>0,\$CK32=\$CL32,\$CK32=\$CP32,IF(\$CM32>0,\$CK32=\$CM32+\$CN32,TRUE)),"Yes","No"))

	A	B	C	D	L	M	N	O	P	Q	R	S	T	U
1	View Objective Ratings													
2											Objective 1			
	Last Name	First Name	Employee ID	Appraisal ID	Rating Official	Average Score	Rating	Valid Rating?	Sum of Weights	ID	Number	Title	Weight	Rating
37	Pardini	Gregorio N	466506	3379						346	1	Provide Strategic Direct	40	
38	Plotnik	Stefan W	466908	3377						308	1	Provide Strategic Direct	40	
39	Pobanz	Jarod F	464678	3116						564	1	Provide Strategic Direct	40	
40	Roffman	Stevie X	466820	3375						226	1	Provide Strategic Direct	40	
41	Rosch	Ismael D	468100	3314						381	1	Provide Strategic Directi	40	
42	Savini	Chang W	466840	3375						233	1	OBJECTIVE 1. Provide	30	
43	Schlappi	Claude Y	467126	3166						113	1	Provide Strategic Direction to Resolv		
44	Schrimpf	Nichole L	465171	3286						621	1	Provide Strategic Direct	40	
45	Siregar	Roberto S	465975	3266						006	1	Provide Strategic Direct	40	
46	Wesley	Felicita M	465157	3286						612	1	Provide Strategic Direct	40	
47	Westry	Olin U	467953	3316						478	1	Acquisition Policy Advis	30	
48	Zehner	Claud H	465360	3284						501	1	Provide Support to Miss	40	
49	Dohogne	Cameron R	467586	3324						681	1	Mission Performance	45	
50	Smallman	Mathilda J	467350	3163						907	1	CFO Act Compliance/FL	30	
51	Soileau	Tyron O	464833	3296						865	1	Domain Management	25	
52	Straker	Cornelius W	466725	33838	Soileau, Tyron O	4.50	4	Yes	100	88491	1	Deputy Director	50	
53	Curling	Wilber L	467003	33413	Espenshade, Dudl	2.65	3	Yes	100	87189	1	Deconflict Acquisition a	35	
54	Diliberti	Guy	466703	33834	Weckhorst, Graha	3.80	4	Yes	100	88474	1	Acquisition Authority	25	
55	Gigantino	Francis A	466635	33824	Espenshade, Dudl	3.50	3	Yes	100	88439	1	SSP Accountability	50	
56	Harvin	Man T	464432	31252	Weckhorst, Graha	3.15	3	Yes	100	80762	1	Leadership	30	
57	Lazzara	Ernesto V	466681	33830	Weckhorst, Graha	4.00	4	Yes	100	88459	1	Objective 1. Issues/Pro	35	
58	Rajwani	Lenard C	467046	31674	M2MDEFAULT, An	4.45	4	Yes	100	82064	1	HQDA Tracking Sysyte	35	
59	Ellicott	Venessa G	467329	31629	Hanshaw, Carolyr	3.65	4	Yes	100	81900	1	Program Resource Mar	45	
60	Flesch	Les B	466814	33750	Hanshaw, Carolyr	3.00	3	Yes	100	88220	1	Business Processes an	20	
61	Rothenbach	Jarrod P	467260	31618	M2MDEFAULT, An	3.10	3	Yes	100	81866	1	Executive Assistant	45	
62	Schlembach	Joslyn M	466936	31648	M2MDEFAULT, An	3.00	3	Yes	100	81971	1	Executive Assistant	75	
63	Albani	Jewell I	468444	29235	Zembower, Junior N				100	74699	1	Membership Manageme	40	

Certify

Congratulations! Your spreadsheet has passed validation.

Please review the Performance Review Authority and Pay Pool Manager below and edit if necessary. After the OK button is clicked employee data can be exported and 2906 addendums can be generated.

Performance Review Authority

Pay Pool Manager

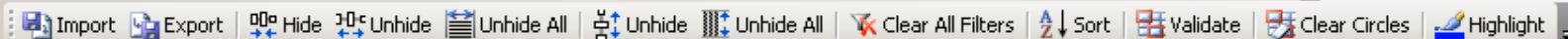
OK Cancel

Instructions Funding Control Points Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Corr

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	A	B	C	D	L	M	N	O	P	Q	R	S	T	U
1	View Objective Ratings													
2										Objective 1				
	Last Name	First Name	Employee ID	Appraisal ID	Rating Official	Average Score	Rating	Valid Rating?	Sum of Weights	ID	Number	Title	Weight	Rating
37	Pardini	Gregorio N	466506	3375						346	1	Provide Strategic Direct	40	
38	Plotnik	Stefan W	466908	3377						308	1	Provide Strategic Direct	40	
39	Pobanz	Jarod F	464678	3116						564	1	Provide Strategic Direct	40	
40	Roffman	Stevie X	466820	3375						226	1	Provide Strategic Direct	40	
41	Rosch	Ismael D	468100	3314						381	1	Provide Strategic Direct	40	
42	Savini	Chang W	466840	3375						233	1	OBJECTIVE 1. Provide	30	
43	Schlappi	Claude Y	467126	3166						113	1	Provide Strategic Direction to Resolv		
44	Schrimpf	Nichole L	465171	3286						621	1	Provide Strategic Direct	40	
45	Siregar	Roberto S	465975	3266						006	1	Provide Strategic Direct	40	
46	Wesley	Felicita M	465157	3286						612	1	Provide Strategic Direct	40	
47	Westry	Olin U	467953	3316						478	1	Acquisition Policy Advis	30	
48	Zehner	Claud H	465360	3284						501	1	Provide Support to Miss	40	
49	Dohogne	Cameron R	467586	3324						681	1	Mission Performance	45	
50	Smallman	Mathilda J	467350	3163						907	1	CFO Act Compliance/FL	30	
51	Soileau	Tyron O	464833	3296						865	1	Domain Management	25	
52	Straker	Cornelius W	466725	33838	Soileau, Tyron O	4.50	4	Yes	100	88491	1	Deputy Director	50	
53	Curling	Wilber L	467003	33413	Espenshade, Dudl	2.65	3	Yes	100	87189	1	Deconflict Acquisition a	35	
54	Diliberti	Guy	466703	33834	Weckhorst, Graha	3.80	4	Yes	100	88474	1	Acquisition Authority	25	
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Certify

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Please review the Performance Review Authority and Pay Pool Manager below and edit if necessary. After the OK button is clicked employee data can be exported and 2906 addendums can be generated.

Performance Review Authority

Pay Pool Manager

OK

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
13			Step 6:	Reconcile the share value and payout distributions with your pay pool budget. The calculated share value will calculate real time in both the funding worksheet and in cell AB2 in the Pay Pool Panel worksheet. In the funding worksheet, you can select which share value is used to calculate the payouts. For example, if estimated share value is selected, the estimated share value is used to calculate each employee's payout. If the calculated share value is selected, the calculated share value is used to calculate each employee's payout.															
14			Step 7:	<input checked="" type="checkbox"/> Certify															
15			Step 8:	Ensure all ratings in the Performance Appraisal Application match the final ratings in the spreadsheet. Mismatches are highlighted in the Record Mismatches worksheet.															
16			Step 9:	Export Employee Data and upload back to DCPDS.															
17			Step 10:	Generate Employee Notices (addendum to the DD2906) Employee notices will be generated in the order in which they appear in the Pay Pool Panel worksheet. If filters have been set, notices will only be generated for visible employees.															
18				<input type="checkbox"/> Include detailed objective information on 2906 addendum															
19			Notes and Special Features:																
20				One of the new features for the 2008 cycle is the sheet Salary Markers. This sheet contains two charts that have the flexibility to plot starting and ending salaries for a selected pay schedule.															
21				The Statistics sheet now has the ability to generate Wildcard statistics on any of the five wildcard columns on the Pay Pool tab.															
22				For the 2008 cycle, an estimation for GPI is built into the spreadsheet. This will provide full 2009 pay maxes, as seen on the Control Points sheet, as well as the Rate Range Adjustment employees will receive in January.															
				The 2906 addendum contains new data fields to include Rating Official and Performance Review Authority. It is also possible to print employee's objective ratings, weights and contributing factors on the 2906 addendum. There is a checkbox on this sheet in row 17 that when checked, will add the objective information to the bottom of the 2906 addendum.															

Instructions Funding Control Points Objectives Pay Pool Panel Statistics Summary Rating Charts Share Charts Corr

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(addendum to the DD2906) Employee notices will be generated in the order in which they appear in the Pay Pool Panel worksheet. If filters have been set, notices will only be generated for visible employees.

	A	B	C
13			Step 6: Reconcile the share value and payout distributions with your pay pool budget. The calculated share value will calculate real time in both the funding worksheet and in cell AB2 in the Pay Pool Panel worksheet. In the funding worksheet, you can select which share value is used to calculate the payouts. For example, if estimated share value is selected, the estimated share value is used to calculate each employee's payout. If the calculated share value is selected, the calculated share value is used to calculate each employee's payout.
14			Step 7: <input checked="" type="checkbox"/> Certify
15			Step 8: Ensure all ratings in the Performance Appraisal Application match the final ratings in the spreadsheet. Mismatches are highlighted in the Record Mismatches worksheet.
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InstructionsFundingControl PointsObjectivesPay Pool PanelStatisticsSummaryRating ChartsShare ChartsCorr

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D17Go To:

Go To:

Funding

Objectives

Ratings and Shares

Salary Increase

Bonus

Employees:70

Calc Share Value =1.4802%

Share Value Used=1.4802%

(Calculated)

Salary Increase

Pay Pool Fund

Base Salary Increase	2.2600%	\$148,63
Remaining GPI	1.1600%	\$76,28
Total Salary Funding	3.4200%	\$224,92
Bonus	1.0000%	\$65,78
Total Pay Pool Funding	4.4200%	\$290,68

Save As

Save in:My Documents

Form_2906_Addendum_1.xls

Form_2906_Addendum_41.xls

Book1.xls

Form_1.xls

New Microsoft Excel Worksheet Database.xls

WebEx

My Music

HR Elements for HR Practitioners Sprial 1 Version 2

New Folder

My Videos

My Pictures

My Shapes

My eBooks

File name:Form 2906 Addendum 1

Save as type:Excel Files (*.xls)

Save

Cancel

70.0%

Apply Default

A: 1.74%

Salary Range	Current Base Salary	Salary Increase (\$)	Salary Increase Split (%)	Max Salary Increase Split (%)	Pro-Rate Salary Increase (%)
\$0	\$70,847	\$0			
\$2,115	\$123,664	\$2,519	70.0%	100.00%	50.0%
\$1,663	\$97,212	\$3,960	70.0%	60.81%	
\$1,709	\$99,909	\$4,070	70.0%	100.00%	
\$2,245	\$131,257	\$4,010	70.0%	62.37%	
\$795	\$46,477	\$1,893	70.0%	100.00%	
\$1,066	\$62,282	\$0	70.0%		
\$2,265	\$132,381	\$8,089	70.0%	28.00%	
\$1,575	\$92,046	\$1,875	70.0%	100.00%	
\$1,553	\$90,756	\$1,848	70.0%	61.96%	
\$2,266	\$132,465	\$2,698	70.0%	61.86%	
\$2,069	\$120,938	\$4,926	70.0%	100.00%	
\$992	\$57,948	\$1,180	70.0%	62.21%	
\$700	\$40,902	\$1,666	70.0%	100.00%	
\$1,848	\$108,035	\$4,401	70.0%	100.00%	
\$1,248	\$72,944	\$1,485	70.0%	100.00%	
\$1,803	\$105,395	\$4,293	70.0%	100.00%	
\$1,983	\$115,914	\$2,360	70.0%	100.00%	
\$2,045	\$119,541	\$2,435	70.0%	100.00%	

28	Eckerle	Dirk Q	San Diego	3.45	3	2	\$2,122
29	Ellicott	Venessa G	San Diego	3.65	4	4	\$6,133
30	Enderle	Isaiah S	San Diego	3.20	3	2	\$3,372
31	Eutsler	Alexander H	San Diego	3.50	3	2	\$3,478

Pay Pool Panel

Statistics

Summary

Rating Charts

Share Charts

Combo Chart

Salary Markers

Record Mismatches

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1 Appraisal Forms for



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Number of Shares Awarded: 4

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
22															
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47															

Number of Shares Awarded:4

Final Share Value (%):1.4621%

Total Value of Awarded Shares:\$7,108

Payout Distribution

Base Salary Increase (\$):\$2,488 *

Bonus (\$):\$2,132

* Prorated to 50%

Salaries and payout amounts may change due to salary changes made after the pay pool cycle closeout date.

Objective #	Weight	Rating	Contributing Factor	Adjusted Rating
1	30	3	0	3
2	30	5	1	5
3	15	4	0	4
4	25	3	0	3

ContentsAlbani, Jewell IAlvarenga, Mervin WArmbruster, Caryn KBallam, Kris HBarlet

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CWB User Guide

CWB V3.0

User Guide

National Security Personnel System (NSPS)

Compensation Workbench Version 3.0 – September 2008

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Payout Distribution.....	
Proration.....	
EPI and OAR.....	

Funding Worksheet

The Funding worksheet is used to enter pay pool funding levels, enter a share estimate, select a share value used in the pay pool calculations, and select the method to assign the salary increase portion of the performance payout.

Pay Pool Funding Elements

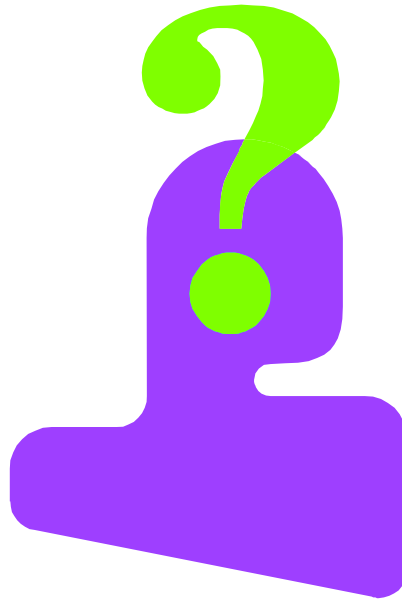
Enter your pay pool's percentage funding levels in each of the yellow cells corresponding to each of the funding elements. Note that in the CWB, yellow cells can be edited, white cells are protected, and cells are grayed out when not applicable. Element 2 is pre-set to 1.00%. Do not change this value unless directed to do so by DoD. The Element 2 value is important because it changes the funds for your pay pool, and controls the rate ranges in the CWB. Looking at the Pay Pool Funding Elements section below, the Rate Range Adjustment (RRA) is calculated as the value entered for the GPI (in this case, 2.50%) minus the value of Element 2 (in this case, 1.00%). The 1.50% RRA is also displayed in the Pay Pool Panel worksheet and is used to estimate the value of an employee's base salary after being adjusted for the RRA.

The maximum pay for three pay bands (YG2, YG3, and YJ4) is set by the Veterans Administration. If they change after the CWB is released, use the "Update VA Max Pays" button to correct them."

Pay Pool Panel Worksheet Column Descriptions

The Pay Pool Panel Worksheet displays 65 columns. Only columns/cell yellow can be modified by the user. Other cells contain data that is either imported from DCPDS or calculated in the spreadsheet. Every column has an auto table below describes the columns.

Column	Source	Description
A	DCPDS	Last Name Employee's last name.
B	DCPDS	First Name Employee's first name.
C	DCPDS	Employee ID Employee's unique identifier assigned by DCPDS.
D	DCPDS	Appraisal ID Employee's unique appraisal identifier assigned by Performance Appraisal Application.
E	DCPDS	Pay Pool ID Pay Pool's unique identifier.
F	User Input	Wildcard 1 First of five open columns available for use. The cells in this column are not protected and can be used to hold data or equations. Wildcards can be used to define sub-sets of a pay pool (e.g., divisions, teams or departments) that are used to generate statistics for those groups in the Statistics worksheet. Calculations include: average rating; average shares; number of employees; number



Thank you for attending!